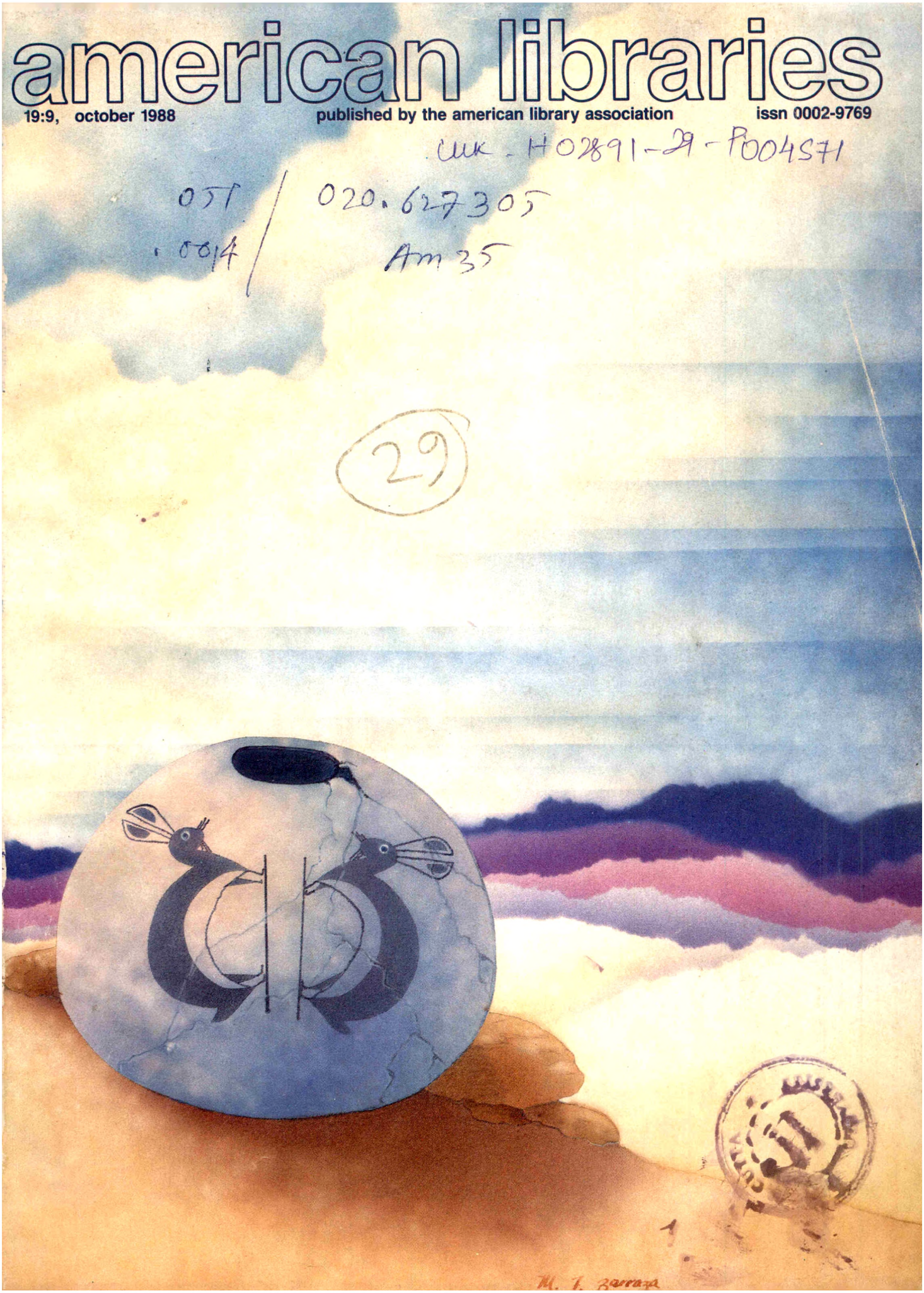
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Cover: This month's cover art is the work of Manuel Fred Barraza, who directs the New Mexico State Library Rural Bookmobile Southwest. He and his staff cover 16,976 miles a year delivering to communities with such names as Weed and La Luz.

"I love my work at the bookmobile," says Barraza, but he is equally passionate—and serious—about his art. At his own studio in Arenas Valley, he creates sculpture, pottery, and airbrush-colored ink landscapes, such as *AL*'s cover, a detail from "Those that Endure." He is preparing a one-man show for the Silver City Public Library in November.



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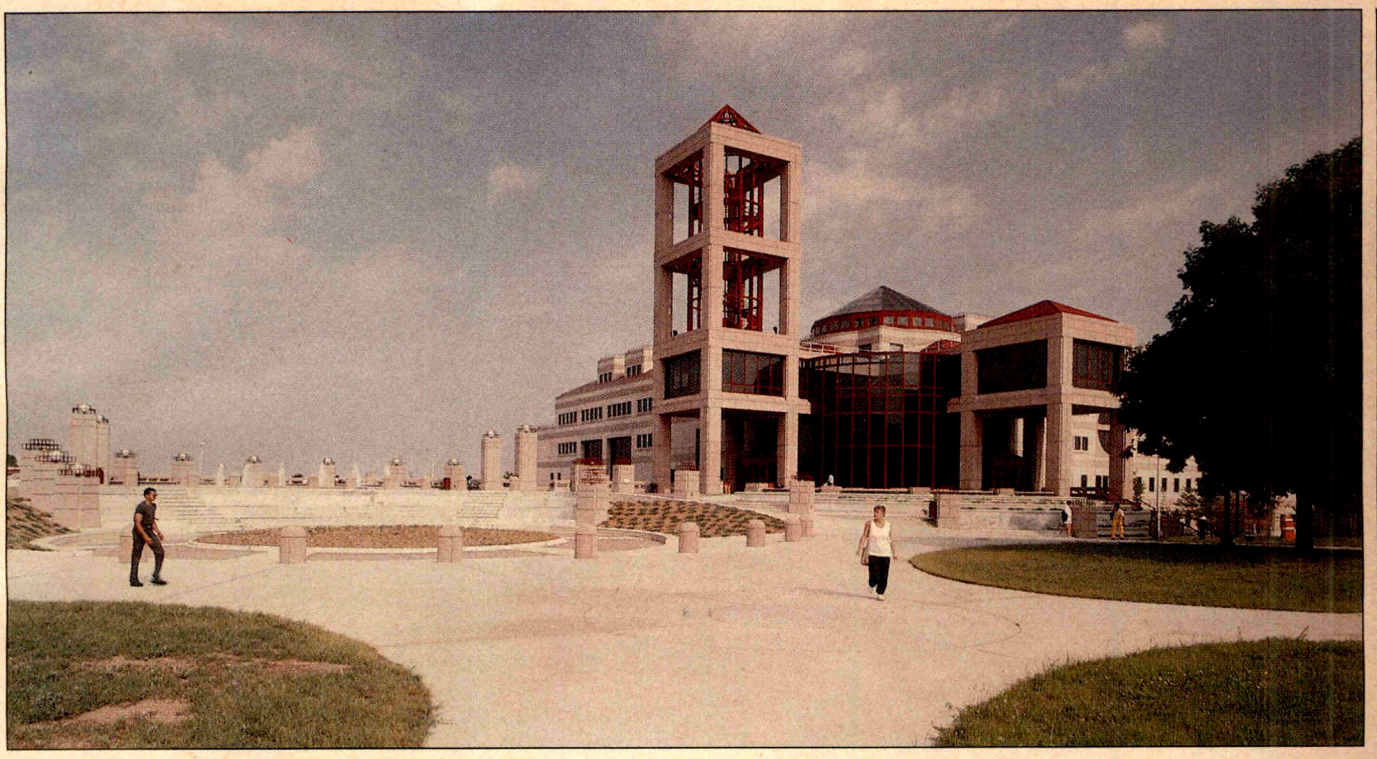


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in the news



The new Rosenthal Library at Queens College is approached from the vast Library Plaza, gathering place for many campus events. Users enter on the third floor, passing through a grand rotunda. On the second floor is the Queens College library school.

Queens College, N.Y.:

Cuomo leads fanfare at new, $60 million academic library

His words of praise soaring across the vast Library Plaza overlooking Manhattan, New York Gov. Mario Cuomo helped dedicate the spectacular new Benjamin S. Rosenthal Library at Queens College, Flushing, on Sept. 15.

To formally open the 230,000-sq.-ft. facility to the public, Cuomo cued a burst of Plaza fountain displays and unfurling of a giant American Flag from the Library's 100-ft. clock tower. Some 1,500 guests and media representatives cheered the six-story pink and gray granite building, which will serve as a focal point for the college mall and 76-acre campus.

Main speaker at the dedication ceremonies, Cuomo directed his remarks to the promise of the Rosenthal Library, named for the late U.S. representative from Queens, Benjamin S. Rosenthal. The library houses papers of the congressman, who championed civil, human, and consumer rights.

Cuomo cited the library's advanced technology, its vision about the future of library science, and the opportunity it provides "to inspire great work on the part of young people." He called it "a beautiful, useful, and enduring movement to the life and legend of a great man, our beloved Ben Rosenthal." Cuomo credited Rosenthal with getting him into politics.

Award winner

Designed by architect Gruzen Samton Steinglass, the Rosenthal is one of the largest and most ambitious new academic library buildings in recent years and has already won an award for excellence in urban design. Financed by the New York State Dormitory Authority, it is part of a $175 million campus reconstruction project.

In addition to some 2 million items, inviting service areas, and a Conference Center/Lecture Hall, the new structure houses the Queens College Graduate School of Library and Information Studies, an ALA-accredited program.

Matthew Simon, who earned his MLS in 1975 from Indiana University, is chief librarian. He has helped plan a state-of-the-art facility suited to high-tech services for years to come. Among those services will be dial-up access from home computers to the library's databases.

Queens College, part of the City University of New York, serves 17,000 students with a faculty of 1,200. —*A.P.*

Gregorian to maintain key role at New York Public

Although Vartan Gregorian will assume the presidency of Brown University by April 1, 1989, he will continue in an important role at New York Public Library. The exuberant native Armenian, NYPL president since 1981, will become vice-chair of the board of trustees, according to an announcement by Board Chair Andrew Heiskell.

Gregorian's chief duties will be ensuring a smooth transition for his successor and overseeing completion of the $307 million fundraising campaign he began.

Gregorian's tenure is noteworthy for the library's revivification after the city's late-1970s fiscal crises. Under his leadership, the main library, at 5th Ave. and 42nd St., was restored to its former grandeur, air conditioning and humidity controls were installed in the bookstacks, and branch libraries, once open only 43 hours per week were able to expand hours by more than 30%.

During his presidency the library budget increased from $60 million to $118 million while the endowment increased from $94

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million to $150 million. Approximately $271 million of the $307 million fundraising goal has been raised. Noteworthy new collections include the Toscanini archive, the papers of Truman Capote, and the Pforzheimer Collection of English Romantic Literature.

But Gregorian's greatest contribution to the library may have been what the *New York Times* called his "uncanny ability to . . . attract the interest of prominent political and social figures, and garner public attention." "Few American institutions," said the *Times*, "have become as identified with their directors as the library has with Mr. Gregorian . . ." (see Endnotes in this issue).

The board is expected to appoint a search committee to choose Gregorian's successor at its Sept. 14 meeting. "There's only one Gregorian," a library official commented to *AL*. "The search committee won't look for a Gregorian clone; they'll look for someone who knows New York, the foundations, and the government scene." As to whether the committee will appoint a librarian: "I don't believe they have any intention of doing that." —*T.G.*

Program "Could have been handled better," says agent

ALA members meet with FBI, get concessions on library visits

In an attempt to open lines of communication and exchange viewpoints on the controversial Library Awareness Program, representatives of ALA's Intellectual Freedom Committee and the Federal Bureau of Investigation met in Washington Sept. 9.

During the two-hour meeting, held at the District of Columbia Public Library, FBI agents admitted that the program "could have been handled . . . better." They agreed to "sensitize" field agents by distributing a statement describing ALA's ethical concerns and to set a policy that the chief librarian should be the initial contact in a library visit.

Attending the meeting were IFC members C. James Schmidt (chair of the committee), Gordon M. Conable, Mark C. Goniwiecha, Pam Klipsch, Ginny Moore Kruse, Gene D. Lanier, Ann E. Prentice, Mary E. Raphael, and Wallace White; Office for Intellectual Freedom Director Judith F. Krug; former OIF Assistant Director Patrice McDermott; Bruce Ennis, representing the Freedom to Read Foundation; and ALA legal counsel Mary Hutchings Reed. ALA Vice President-President-Elect Patricia Berger attended as an observer, on behalf of the ALA Executive Board and ALA President F. William Summers.

Representing the FBI were James Geer, assistant director in charge of the bureau's intelligence division; Thomas DuHadway, the division's deputy assistant director; James Fox, assistant director in charge of the New York bureau; and agents Terry Turchie and Linda Reel.

Two separate programs

Geer and DuHadway explained that library contacts were made in two separate programs: The Library Awareness Program, limited to New York City, in which 21 libraries have been visited "to develop counter-intelligence awareness" among librarians (the last of these contacts occurred last December); and a "foreign counter-intelligence program" in which librarians nationwide have been asked about specific individuals that were under investigation. An FBI agent (not named in a transcript of the meeting) later said, "It's wrong to call the second one a program. Those contacts occur all over the United States. And the librarians are very helpful."

". . . we have librarians who have been surveiled by the KGB to determine their personal habits and traits, where they live. . . ."

Geer defended the Library Awareness Program by stating that the Soviets have a long-standing program "to glean all the information from libraries they can and to recruit as many librarians as they could . . . we have librarians who have been surveiled by the KGB to determine their personal habits and traits, where they live and so forth."

Geer tried to allay the library community's fears about the scope of the FBI's effort, calling it "no broad, sweeping kind of program. . . . It needed to be structured a little better and it needed some more strict guidelines. . . . I think if we had done a better job even in the one situation [apparently referring to Columbia University librarian Paula Kaufman, who refused to cooperate with the FBI and contacted the IFC], that the librarian might have said 'I don't want any part of this,' but I'm not



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sure the librarian would have gone the next step and gone to the media."

Regarding a case in Broward County, Fla., where an agent tried to track down an individual by finding out if he had a library card, Geer said the agent was unaware of the state's confidentiality statute. "I don't know of any instances where we've ever knowingly asked anyone to violate a state statute and my position is we never will," said Geer.

Publicity has helped the FBI

One of the FBI agents stated that the media attention given to the library campaign has actually been helpful to the bureau by alerting citizens to foreign agents' use of libraries. "...we're still getting calls, not every day but regular calls, from people who are approached or picked up by Soviets in libraries," he said.

"I believe that at least I have an understanding of what your concerns are and what you can live with, and vice-versa," Geer said at the conclusion of the meeting. "I think we do a very necessary and very professional job and we need a lot of help," he continued, asking for librarians' support "in those circumstances where it is not in violation of the law and your ethics."

"I think it was important for both organizations to say as a matter of record that they have had a face-to-face meeting," IFC Chair Schmidt told *AL* the week after the meeting, citing pressure on the FBI from Congress. Other than a few details, he said, "we didn't learn much more from them than we already knew....We heard a principled argument from them...and they heard a principled concern from us."

Schmidt said the IFC members would receive copies of the transcript of the meeting and then hold a conference call to decide future actions. —*G.F.*

Black flags raised

Library services restored in embattled Yonkers

At noon on Friday, Sept. 9, Yonkers Public Library employees had locked the doors of their three branches and hoisted black flags over the buildings. Inside the Main Street library, Director Jacqueline E. Miller continued to counsel staffers on how to apply for unemployment insurance. By 5 p.m., in accordance with New York State's "Doomsday Plan," all 199 library employees had departed, not knowing when they might return.

Late that night, Yonkers City Councilors met to reconsider the federal court order to desegregate housing after 40 years of intentional segregation. The council's previous rejection had resulted in contempt fines that doubled every day and topped $1 million. The city's garbage was piling up in the streets and the state plan touched off the first firings.

What finally cracked the opposition was a list of the 605 library and park employees dismissed. "The abstract has become the reality," explained one councilor in switching his vote. "We're dealing with real people and real families."

At 1:20 a.m. Saturday, amid catcalls and applause, the council voted 5-2 to comply with the desegregation order. The action cancelled the layoffs and the fines, and meant that Yonkers will now build low- and moderate-income housing in predominantly white neighborhoods.

Back at her desk on Monday morning, Library Director Miller discussed the crisis with *AL*. Most of her staff, 107 full-time and 92 part-time employees, are heads of families, she said. Thirty three are minorities, including Miller herself, who is black. "I was getting mixed signals," she said. "I was guardedly optimistic...and sometimes paranoid.

"I was most impressed by the staff—they were so professional," she said. "We couldn't help but feel angry and bitter, but nobody did anything crazy. We just continued to work and there was no huddling in the corridors."

Appeal to residents

During the tense week preceding the final vote, staff members organized themselves and sent representatives to the obstreperous council meetings. At the Sept. 8 session, Martha Darcy, a children's librarian, told the *New York Times*, "To identify the library as a nonessential service seems ludicrous to me. It is just unconscionable to use us as pawns for the councilors' political aggrandizement."

Pat Mascioli, Yonkers PL board president, protested to city officials, legislators, and Gov. Mario Cuomo. "All Yonkers residents are now deprived of a basic, vital service," she declared. "Yonkers library cards will no longer be valid in *any* library in Westchester County." She called special attention to the 18,000 school children, 618,178 users, and disabled residents who would find the doors locked.

On closing day, Director Miller called a press conference at which she called on library users "to take strong and immediate action to restore their public library." With the council's change of heart, no citizen revolt proved necessary.

After the vote, Miller was assured that the library funding was secure for the rest of the year. She reported that the Yonkers PL long-range-planning committee was resuming its discussions, and several librarians were presenting new initiatives.

—*L.R.P.*

ALA membership tops 47,000; PLA grows fastest

ALA membership increased 4.7% in FY 1988, Membership Services Director Patricia Scarry reported in September. The official annual count Aug. 31 totaled 47,249, including 44,308 personal members and 2,941 organization members. Last year the total was 45,145.

Membership forms revealed requested information about types of libraries, positions, and responsibilities held by members. Of the majority who filled in replies, 26% of ALA personal members work in academic libraries, 31% in public libraries, and 13% in school libraries. Twenty percent work in administration, 13.9% in youth services, and 11.8% in reference or information services. As for type of responsibility, 20.1% members are department heads, 16.4% are supervisors, and 16.3% directors or deans.

Among ALA divisions, the Public Library Association scored the greatest increase in its membership: the 8.3% hike brings the total to 6,298. The Association of College and Research Libraries maintains its position as ALA's largest division, with 10,170 members, although it increased only 1.4% in 1988. The second largest division, the American Association of School Librarians, increased by 2.3% to 6,389. The Young Adult Services Division, with the second highest increase, 7.8%, now includes 2,488 members.

The Ethnic Materials and Information Exchange Round Table scored a whopping 11% increase; it now totals 545 members. The Intellectual Freedom Round Table membership rose to 1,554, an increase of 10.4%.

For a complete summary of membership statistics, send a self-addressed stamped envelope to Patricia Scarry, Membership Services, ALA.

Bennett remembers libraries in swan song on K-8 schools

Kindergarten students should be introduced to library skills, and regular visits to the elementary school library should be scheduled from grade 1 through 8, William J. Bennett recommended before leaving the U.S. Department of Education Sept. 20.

As Secretary of Education since 1985, Bennett heralded libraries as curriculum-enriching tools in his 1986 *First Lessons: A Report on Elementary Education* and in a speech at the Fourth National Conference of the American Association of School Librarians (*AL*, Nov. 1986, p. 737). But in

James Madison High School, his 1987 study of secondary school curricula, he barely mentioned libraries.

In the sequel, *James Madison Elementary School: A Curriculum for American Students*, published in August, Bennett gives a final salute to school libraries. He believes that despite recent advances, the level of American education is still too low: "Our children have a still insufficient command of basic subjects." In his chapter on English, Bennett writes, "Our children's reading and writing skills need more exercise [and] better material to exercise with." In a carefully sequenced and comprehensive program of language arts instruction, Bennett suggests, "Organized library visits in grades 1 through 6 encourage the development of essential research skills—and a love of books."

In his recommended curriculum for kindergarten, he proposes: "Students are introduced to the school library, where they learn its layout and rules, and the proper care of books." Students in grade 1 should "visit the library regularly and borrow books for independent reading." In grade 2, "During library visits, students learn to identify books by their titles, authors, and illustrators." Grade 3 proposes that "Students learn basic reference skills with tables of contents, indexes, atlases, dictionaries, encyclopedias, and the card catalog."

In grades 4 and 5 students continue to use library visits to prepare written and oral book reports. In sixth grade "Students hone library skills (bibliographies and note-taking) during preparation of a research project." In grades 7 and 8, they are given continued experience in library use.

Bennett's 61-page *James Madison Elementary School* was published by the U.S. Department of Education and is available at $2.50 from the Government Printing Office, Washington, D.C. 20402 (202-783-3238). —*L.R.P.*

Shadow over CPL as city hall, library board debate roles

With the heralded design-build competition for Chicago Public Library's new $140 million Harold Washington Library Center (*AL*, July/August, p. 565–566) just completed, political disputes threaten to undermine progress toward the new facility.

Recent *Chicago Tribune* reports describe friction between members of the library board and city officials. At issue is oversight of construction of the new central library. Cannutte Russell, former board president and current chair of the board's facilities committee complained that City Hall has virtually shut out the board, hindering the discharge of the board's legal responsibilities.

Russell's anger was stirred in part by the refusal of Robert Wislow, a principal in the SEBUS Group, winner of the competition, to answer board questions, citing an "agreement" with the city. "This smacks of secrecy," said Russell. Wislow later agreed to answer Russell's questions—but not in public.

One city decision that has the board and senior library staff irked is a space cut that forces technical services and data processing departments out of the new building. Deputy Library Commissioner Samuel Morrison, asked by *AL* if additional study had identified a solution to the problem, said the departments "absolutely are not going to be in the new building."

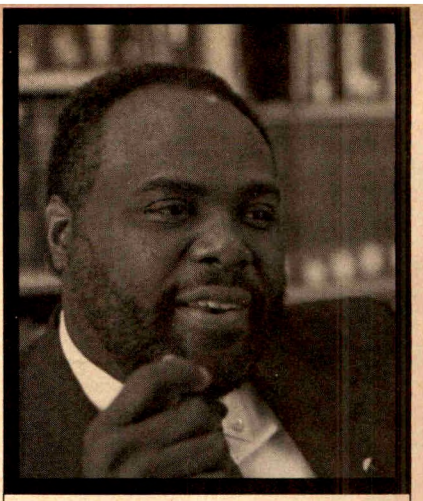
Several options are being investigated, including locating the departments in the Cultural Center and in the former Goldblatt's department store building, also city property. "Our primary concern is to avoid paying rent when city space is available," said Morrison. Two years ago (*AL*, Oct. 1986, p. 658-659) attempts to house all of CPL in the vacant store created a heated controversy in which the *Chicago Sun-Times* charged that asbestos and other factors made the facility unsafe for library operations.

Morrison acknowledged that locating these departments in a separate facility was "not ideal" and the "dollar impact" on library operations was uncertain. When asked if the dispute between library board members and city officials has been mediated, he said there is "no real dialogue" taking place. At press time, Russell was unavailable for comment. —*T.G.*

NCLIS/RSVP pilot project to aid latchkey children

At the Lakewood Branch Library in racially mixed east Dallas, Branch Library Administrator Joe Bearden and other librarians are making plans with senior citizens to help latchkey children improve their reading and library skills. At the Weber County Public Library in Ogden, Utah, Children's Librarian Blythe Ogilvie is meeting with a Retired Seniors Volunteer Program (RSVP) coordinator and others to develop a Homework Help and other after-school programs.

The public libraries of Dallas and Ogden, as well as Los Angeles and Chicago, were recently selected as pilot project sites for the RSVP Intergenerational Library Assistance Program planned in partnership with the the National Commission



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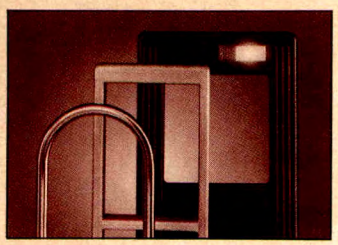
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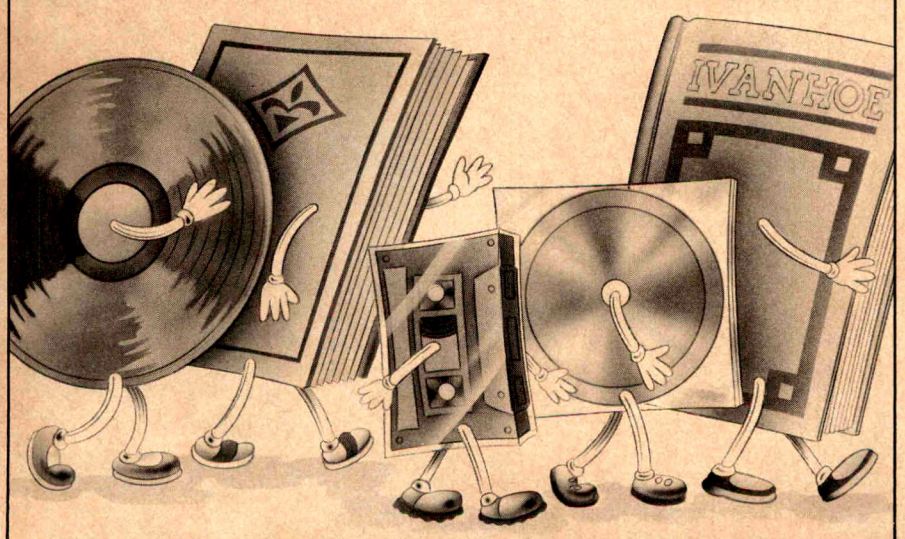
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on Libraries and Information Science (NCLIS). NCLIS has an interagency agreement with ACTION, the federal domestic volunteer program that sponsors RSVP.

NCLIS Chair Jerald C. Newman noted that many public libraries report growing numbers of school children use libraries after school. "This project will boost the ability of the libraries to serve their younger users while providing older volunteers, through RSVP, with new opportunities to serve children," Newman said.

The individual libraries will work with RSVP to identify the children's needs and respond to them with tutoring, storytelling, and providing information, including drug education or prevention data. *—L.R.P.*

Grants roundup:

Donor leaves $2.3 million to Drake Law Library

$2.3 million to Drake University's Law Library highlights donations and grants received recently by libraries around the country.

The gift from the estate of Emily Cartwright, widow of 1925 Drake Law School graduate Harold Cartwright, is the largest contribution ever given to the Des Moines university by an individual. Previously the Cartwrights were principal donors, with a gift of $1 million, for the law school's 1976 building, and made numerous other donations to the school.

• A $785,000 Pew Charitable Trusts grant for compact shelving will enable Duke University to put off building a new library. The movable shelving, designed to store large numbers of books in a small space, will be installed in a 58,000-square-foot, off-campus warehouse that will hold between 600,000 and 700,000 volumes.

Library officials said the combined shelving capacity of the university's nine libraries, which own a total of 3.6 million volumes, will be reached this year. "This is in lieu of building a new library," said University Librarian Jerry D. Campbell.

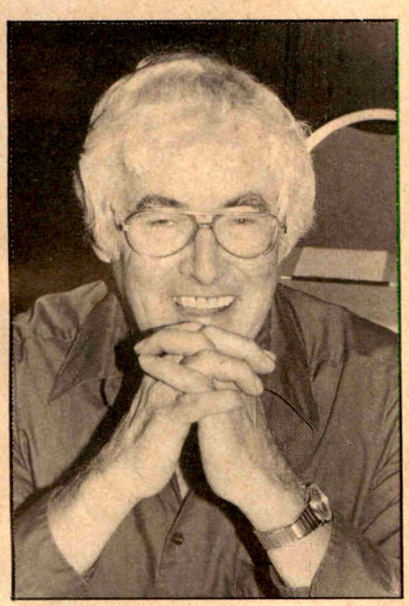
• Ten grants totaling $81,108 have been awarded by the New Jersey State Library to support the preservation of collections of Jerseyana, New Jersey imprints, or unique collections around the state.

Successful applicants in the first year of the state's Maintenance and Preservation of Library Material Grant Program include Asbury Park/Belmar/Long Branch Public Libraries ($10,000 to microfilm newspapers); Morristown/Morris Township Public Library ($7,052 to conserve architectural records); Newark Public

Library ($10,000 to microfilm a newspaper morgue); Princeton Theological Seminary ($10,000 to preserve its Jerseyana collection); and Trenton Free Public Library ($7,114 to microfilm city directories).

• Columbia University has been awarded an $80,000 grant by the Andrew W. Mellon Foundation to fund three preservation administration internships over the next three years. The interns will spend nine months working in the Preservation Division of the university libraries, gaining practical experience in the binding, conservation, and microfilming of materials.

Previous Columbia preservation interns, also funded through Mellon grants, have gone on to head the presevation programs at New York and Indiana universities.



Karl Nyren as remembered

As editor of the library profession's hottest newsletter since he founded it in 1972 until his death from cancer Aug. 13, Karl Nyren played the feisty, sometimes nasty journalist—and readers loved it. Those library press colleagues who worked the news beats with Karl knew another side: The ruddy, good-natured New Englander who could break into a smile as bright as the paper of *Library Hotline,* his newsletter. In 1986, after an ALA Executive Board Meeting, *AL* Editor Art Plotnik captured that grin in the snapshot above. "It's how we remember Karl," said Plotnik, "and a memory we want to share."

Born in Boston in 1921, Nyren served in World War II and practiced librarianship before joining the *Library Journal* staff in 1966. He retired as senior editor 20 years later to continue his work on the newsletter. Susan Di Mattia is the new editor of *Library Hotline.*

Future of NTIS still in doubt

The mammoth Omnibus Trade and Competitiveness Act of 1988, signed by President Reagan Aug. 23 as PL 100-418, includes a provision prohibiting the National Technical Information Service (NTIS) from further contracting out to private firms—except for jobs worth $250,000 or less. The act also states that NTIS is to "maintain a permanent archival repository and clearinghouse for the collection and dissemination of nonclassified scientific, technical, and engineering information." However, the *ALA Washington Newsletter* of Sept. 6 reports that the agency's future is still in flux.

On Aug. 9, Rep. Robert Roe (D-N.J.) introduced HR 5183, the latest FY 1989 reauthorization for the National Bureau of Standards, which was recently renamed the National Institute of Standards and Technology (NIST). The bill proposes setting up a Technology Administration within the Department of Commerce that would include NTIS, NIST, and an Office of Technology Policy.

Under Rep. Roe's bill, NTIS would not be a separate government corporation as proposed in HR 4417, but its director would be appointed by the President. The Senate version of the standards bureau reauthorization, S. 2701, still restructures NTIS as a government corporation. How the House and Senate versions will be reconciled is unknown.

The new trade act also reauthorized President Reagan to implement the Nairobi Protocol to the Florence Agreement as recommended by the first White House Conference on Library and Information Services and by ALA.

NEH: "Libraries are schools"

A recent report from the National Endowment for the Humanities on the state of American culture calls libraries and other institutions a kind of "parallel school" providing humanities programs outside established educational institutions.

The Congressionally-mandated report, written by NEH Chair Lynne V. Cheney, describes an increasing interest in the humanities among Americans, citing a growth in book buying and attendance at museum exhibitions and library discussion groups. But Cheney also details a decline in the study of the humanities on the nation's campuses.

Single copies of *Humanities in America* are available from the Office of Publica-

(Continued on p. 754.)



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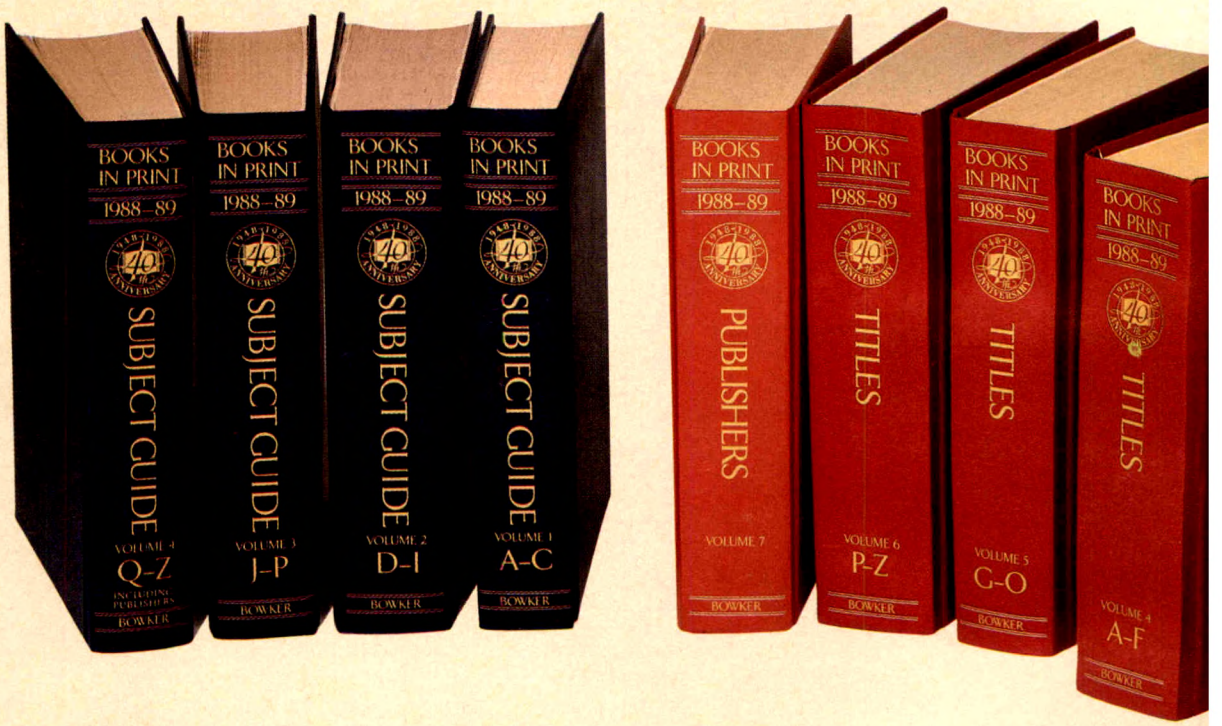
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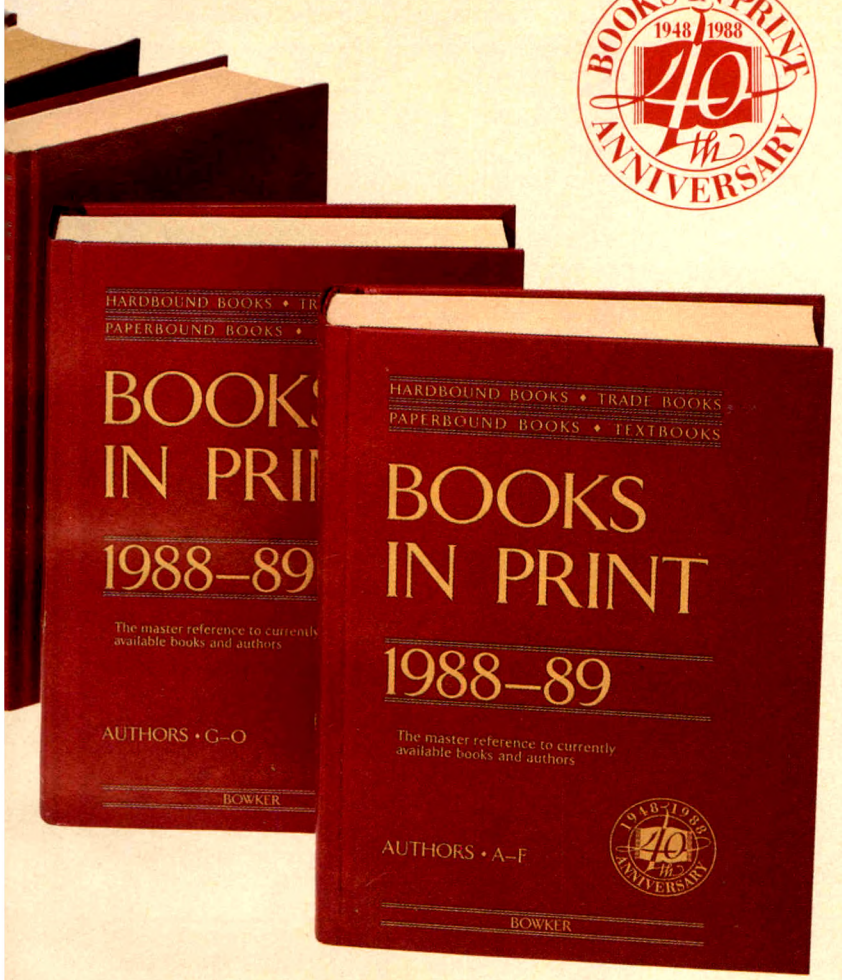
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In the News

WHCLIST veterans plan White House Conference II for autumn 1990

They were exhilarated, those 138 library advocates from 38 states, by President Reagan's authorization of a second White House Conference on Library and Information Services to be held before Sept. 30, 1991. The advocates were gathered in Minneapolis Aug. 24–27 for the ninth annual meeting of WHCLIST, the independent, nonprofit White House Conference on Library and Information Services Taskforce. The participants eagerly made plans to push a $6 million funding bill through Congress this month and schedule White House Conference II in autumn 1990.

The task force is "an incredible partnership," Connecticut librarian Dency Sargent said at the opening orientation session in Minneapolis. WHCLIST was originally made up of 59 lay delegates and 59 librarians elected by the 1979 White House Conference to monitor implementation of its resolutions. The task force meets at ALA Annual Conference, ALA Midwinter Meeting, Legislative Day in Washington, D.C., and its own gathering every year.

"This is both a power-house group and a family reunion—there's a special magic about us," said Mary Alice Reszetar, associate director of the National Commission on Libraries and Information Science (NCLIS). Another participant said, "WHCLIST members are like Friends of the Library gone wild."

At the first general session, WHCLIST Chair Emeritus Bill Asp of Minnesota reviewed the report of the White House Conference Preliminary Design Group, which he chaired. The 1979 conference was most successful in mobilizing more than 104,000 Americans to work for better libraries, Asp said, and the 1990 conference will build on the first, not replicate it. Asp believes that the planning process will be more important than the event itself, because the process will lead from the local community to the state to Washington, D.C., and back home again.



U.S. Customs Service Library Director Patricia Dobrosky and Arkansas Assistant State Librarian Jack Mulkey with WHCLIST Chair Joan Reeves.

The design group proposed the delegate ratio specified in the authorization act, Public Law 100-382: one-fourth librarians, one-fourth library supporters, one-fourth government officials, and one-fourth users. The conference will focus on the information needs of the people, identify new leadership talent for the 21st century, and optimize the new technology, Asp said.

In a fiery pep talk, National Commissioner Daniel Casey urged WHCLIST members to lobby Washington legislators for the immediate appropriation of $6 million for the conference. Casey also pressed for quick action by the states.

Preparations in progress

Connecticut is already preparing for a governor's conference on libraries next year, State Librarian Richard Akeroyd announced (see box). All library-related activities will be pulled together, needs and actions will be prioritized, and groundwork laid for development of a state information policy, Akeroyd said.

Barbara Cooper, WHCLIST past chair, reported that a committee representing all Florida library groups met to initiate planning for a governor's conference. "This time it should be easier to bring new people along," Cooper said.

At a marketing workshop, participants learned to "keep the message simple. Don't use the initials WHCLIS; call it the White House Conference!" At a Swedish smorgasbord dinner in St. Paul's historic Landmark Center, they learned about the possiblilities of organizing Swedish study circles to inform and involve citizens in democracy and libraries.

Also at the smorgasbord, WHCLIST Chair Mary Kitt Dunn of Greensboro, N.C., presented a special award to her state librarian, Jane Williams. Other WHCLIST awards were presented to Rep. Major Owens (D-N.Y.), former NCLIS Vice Chair Bessie Moore, ALA Washington Office Director Eileen Cooke, ALA ALTA Trustee Award winner Frances Naftalin of Minneapolis, and Nettie Taylor, recently retired from Maryland library services.

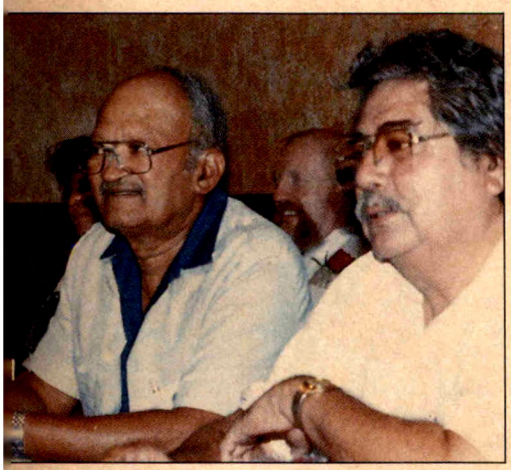
Recommendations for White House II

As usual, WHCLIST members divided into small groups to debate issues, propose strategies, and hammer out recommendations. At the final general session, reporters presented the conclusions for joint action. The task force agreed to contact legislators immediately to support the $6 million appropriation for the second White

Connecticut spotlights libraries

Connecticut Gov. William O'Neill recently proclaimed 1989 as the Year of the Library in his state. "During 1989," O'Neill said, "the State of Connecticut will make preparations for the Second White House Conference on Library and Information Services. Various events will be held . . . designed to inform citizens of the rich variety of information available in libraries, to demonstrate how libraries have changed in response to society's needs, and to focus on the resources and support needed to assure the continued growth and development of our libraries."

According to State Librarian Richard Akeroyd, new events and activities will be coordinated with others already planned, including the federal Year of the Young Reader, National Book Week, Banned Books Week, and the new Connecticut Center for the Book. All these activities will culminate in the Connecticut Governor's Conference on Library and Information Services, preparing for state participation in the second White House Conference.



WHCLIST members Charles Williams of California and Frank Rodriguez of Arizona at final session.

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IMAGE: How they're seeing us

LIBRARIAN AND EDITOR BARBARA Quint wrote to *PC Week* recently to respond to an article knocking librarians—and got a black eye for her efforts. Quint objected to an article lauding CD-ROM over online searching through librarians for financial analysts. She argued that online information obtained by a professional database searcher most often surpasses a CD-ROM result because of currency and the quality of input at the online source.

Quint's letter was published June 28, but a new low in editorial judgment dictated the selection of a cartoon accompanying Quint's commentary. It shows a monstrous hound finishing off a corpse in front of a desk marked "Head Librarian." A bunned and bespectacled librarian stamps books behind the desk and says to an aide: ". . . and then I got to thinking. . . there must be *some* way to stop the analysts from making their own searches."

USING THE ALA 1987 POSTER theme, "It's an information jungle out there! Let your librarian be your guide," Vicki Young, above, dresses the part for instruction sessions at Xavier University. She is head of reader services at the Cincinnati, Ohio, campus and likes creating an upbeat impression for freshman orientation.



Young, outfitted for freshman orientation.

BETTY S. CLARK OF DURHAM County Library sent this dialogue clip from PBS's "Fresh Fields," which aired in North Carolina Sept. 4. In the English comedy series, middle-aged wife Hester has just failed to get a job in a mod dress shop. She suffers from low esteem.

Husband: Why don't you do something more suited to your age?

Hester: Such as what?

Husband: How would you like to be a librarian?

Hester: How would you like to sleep in a spare room? —*E.McC.*

House Conference. To encourage flexibility and local planning, participants decided to ask Congress to allocate $25,000 to each state for some sort of preconference activities, not necessarily a governor's conference. NCLIS was asked to develop models to guide preconference activities.

WHCLIST also voted to recommend to a yet-to-be-apppointed White House Conference Advisory Committee that cooperative efforts between school and public library media specialists be encouraged, and that access to information and lifelong learning be added to the overarching conference themes of productivity, democracy, and literacy. The task force will also ask the advisory committee to consider a Federal Librarians Information Center Committee proposal for a constitutional amendment: one that mandates equal access to federal/public information to all citizens.

In addition, task force members want the White House Conference II delegates to be well briefed in library issues and familiar with parliamentary procedures. The delegates should be allowed to control the agenda, the veterans of '79 believe.

WHCLIST Secretary Joan R. Reeves of Providence, R.I., was elected to succeed Dunn as chair, and Tennessee State Librarian Edwin Gleaves replaced Georgia State Librarian Joe Forsee as vice chair. Larry Dalrymple, the city manager of Boardman, Ore., invited the task force to meet next year in Portland. For information on WHCLIST, contact Joan R. Reeves, 236 Freeman Parkway, Providence, RI 02906 (401-272-7745). —*L.R.P.*

Libraries hit the bricks; a construction sampler

New libraries, renovations, improvements, and additions, large and small, school, public, and academic, are springing up across the country. Here's a sampling:

• The Newport (Ore.) Public Library, a 7,700-square-foot structure, designed by Robertson/Sherwood Architects of Eugene to serve the needs of a small residential community. The awards jury of the Southwestern Oregon Chapter of the American Institute of Architects lauded the building as "an extremely pleasant and inviting structure," noting the pleasure readers will find by the fireplace on a "coastal winter evening."

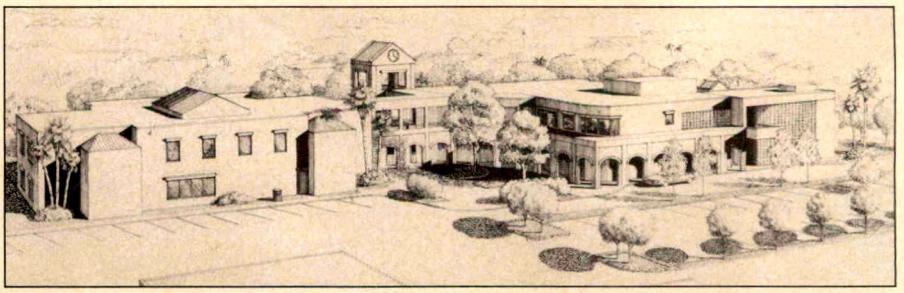
• Los Angeles Public Library has joined with the private sector in the development of an underground parking facility. The $9 million garage will allow restoration of the library's West Lawn, originally designated for open space but later sacrificed to much-needed parking. The 946 new spaces will be shared by the library and First Interstate World Center, according to developer Maguire Thomas Partners, and will be part of a number of projects that will beautify downtown Los Angeles.

• Construction of the new main building for The Public Library of Charlotte and Mecklenburg County (N.C.) is nearing completion. The contractor's schedule lists a completion date of Nov. 1, with the opening estimated to take place in late February 1989.

• A gutted and renovated city hall in New Port Richey, Fla., will house the new public library. The project, scheduled to begin soon, will take two years to complete. The English Renaissance architectural style will influence the design of a new city hall, which will be connected to the library by an arched bridge. The architects are Gee & Jenson of West Palm Beach.

• In Las Vegas, construction has begun on a new, 100,500-square-foot public library and children's museum. About 60% of the space is allocated to the library. Included in the design: an 80-foot science tower, a barrel-vaulted children's library, and shaded exterior courtyards.

• The opening of the new Exeter (N.H.) Public Library coincided with the town's 350th anniversary celebration. Serious consideration was given to renovation of the old library in the historic town, but town officials and architects concluded that effective library services required a new facility.



Two years from now, this drawing will become reality in New Port Richey, Florida.

• Macalester College, St. Paul, Minn., recently dedicated a new library with seating for more than one-third of the student body and stack space for 450,000 volumes. Built on the site of East Old Main, one of the college's original buildings, the design recalls original campus architecture and places the library between academic and residential quads. —*T.G.*

A world library catalog is closer after new deals

An online union catalog of the world's library holdings is many dreams distant; but another step forward was taken in mid-August, when the British Library added the 18-million-record OCLC database to options it offers libraries in the U.K. and Republic of Ireland through its BLAISE RECORDS service.

"The OCLC database will augment the bibliographic databases provided by the British Library," said BL Bibliographic Services Director Peter Lewis. "With the addition of the OCLC database, BLAISE RECORDS can now provide the largest and most comprehensive assemblage of online cataloging databases in the world."

OCLC President Rowland Brown called the new arrangement with the BL a "historic and precedent-setting agreement for trans-national flows of bibliographic information. It can serve as a model for collaborative ventures between national libraries and OCLC worldwide."

Through BLAISE RECORDS, users of the Public Data Network in the U.K. will have access to some 22 million MARC records. The OCLC database, however, is intended as a second resort, after searches of the BLAISE databases. In addition to new database records as they are entered online, OCLC will receive usage fees and other payments, but these are not expected to be a dramatic new revenue source, according to an OCLC spokesperson.

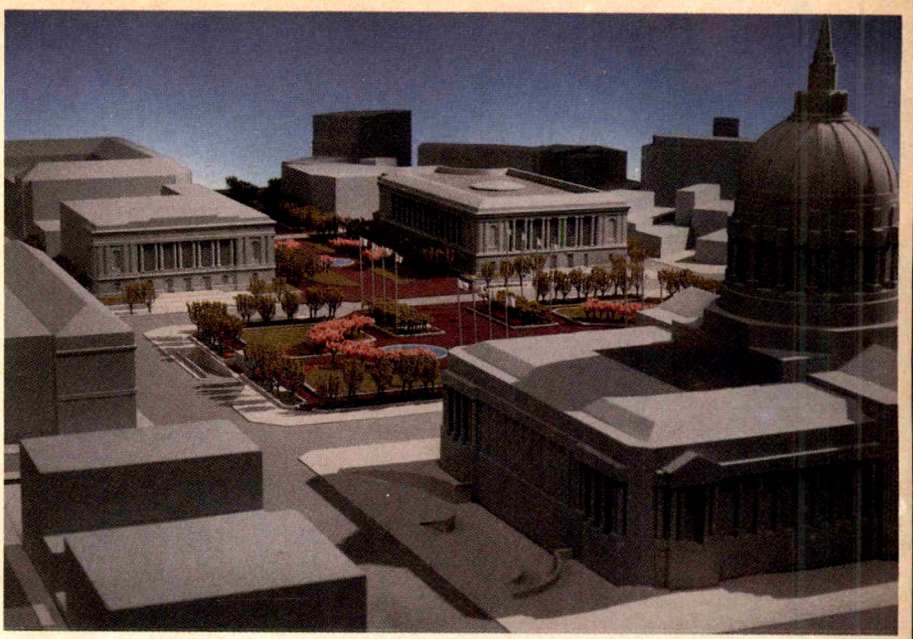
In mid-September, OCLC and the National Library of Australia announced a major agreement that will put current Australian MARC records on the OCLC database, and allow more than 400 Australian libraries to use the OCLC MICROCON Service for retrospective conversion and cataloging. Australian libraries obtaining records from OCLC may load them into the Australian National Bibliographic Database. The records will then be available through the Australian Bibliographic Network.

In addition to fattening OCLC's international union catalog, the agreement will raise awareness of recent Australian imprints among world users of the database.

OCLC has been active on other international fronts, including a funded project with the National Library of China, Beijing, to create a computerized catalog of the library's special collection of materials from the Republican period, 1911–1949. Supported by a grant from the Henry Luce Foundation, the project is one of several to catalog Chinese materials and make the records available through OCLC, which already holds some 240,000 East Asian records on its database.

British-French cooperation

In another step toward a world catalog, the British Library and Bibliotheque Nationale have recently joined forces to create a pilot CD-ROM with bibliographic information from both libraries. Other libraries are being invited to evaluate the project, which is partly funded by the Commission of the European Communities. If the CD-ROM product is successful, in due course CD-ROM databases from the major national libraries could be issued in interchangeable formats. Library organizations wishing to participate in the evaluation should contact David Grinyer, Product Development, British Library Bibliographic Services, 2 Sheraton St., London W1V 4BH (telephone: 01-323-7081). —*A.P.*



WITH THIS LANDSCAPE IN MIND, San Franciscans will go the polls Nov. 8 and vote on a $109.5 million bond package. If passed, the money will fund a new Main Library after more than 40 years of controversy on how to improve the old facility.

The conceptual model was designed by MBT Associates to show the city's Department of Public Works how the classical Beaux Arts style of other Civic Center buildings would be reinforced by the new structure (at center). The existing Main Library is at left and City Hall in the foreground.

Director Ken Dowlin estimates it would take five to seven years to design and build the facility, which would more than double the Main Library's space at 404,450 gross square feet.

He said voter approval would set off 1) an international search for an architect to be chosen by the seven-member Library Commission within six months; and 2) appointment of an administrative group to oversee the project. The latter would mean establishing three staff task forces and a committee of community members who, said Dowlin, "would reassess everything we do over a two-year period. . . . Then, I intend to be in the middle of the planning, so that we have not only an impressive building, but a *functional* one." Estimated completion date: 1995.



SAFARI COBRA was a popular choice of children selecting a jungle animal, bird, or reptile to have painted on their hands for the Birmingham Public Library's "Summer Safari." Chris Mize, a part-time employee of the Inglenook Branch, applied non-toxic acrylic paint used in tole painting.

tions and Public Affairs, National Endowment for the Humanities, 1100 Pennsylvania Ave., N.W., Washington, DC 20506.

news in brief

MacArthur grants for PBS classics. Good news for public libraries whose limited budgets prevented them from taking advantage of the Library Video Classics Project (April, p. 254): the John D. and Catherine T. MacArthur Foundation has launched a special program allowing libraries to purchase videocassettes of public television series at even less than the one-tenth of retail cost originally offered by the project.

The new program offers four types of financial assistance: outright grants; price reductions; extended, no-interest credit; and 1:2 matching grants. Special attention will be given to branch libraries serving large minority or disadvantaged populations.

Applications for the new program are available from the Library Video Classics Project, P.O. Box 409113, Chicago, IL 60640 (800-346-5383).

Hollywood boosts literacy drive. Bill Cosby is the first chair of the Los Angeles Committee for Literacy, launched July 5 to raise funds for adult literacy programs countywide. Other celebrity volunteers include Ralph Edwards, Whoopi Goldberg, and Charlton Heston.

(In the News, cont. on p. 800.)

QUICK BIBS: New and recent books on a timely topic

by Bill Ott

FOOTBALL

BASEBALL INSPIRES REFLECTION, basketball suggests poetry, but football seems only to induce grunts. Baseball is Philip Roth's favorite sport; basketball boasts Woody Allen; but who is football's leading celebrity fan? Richard Nixon.

Still, contrary to what one might think, the game has produced some quite respectable writing. One's hopes shouldn't soar too high, however. As yet, football has no Roger Angell; and while there is one legitimately great football novel, Frederick Exley's *A Fan's Notes,* the world is still waiting for number two.

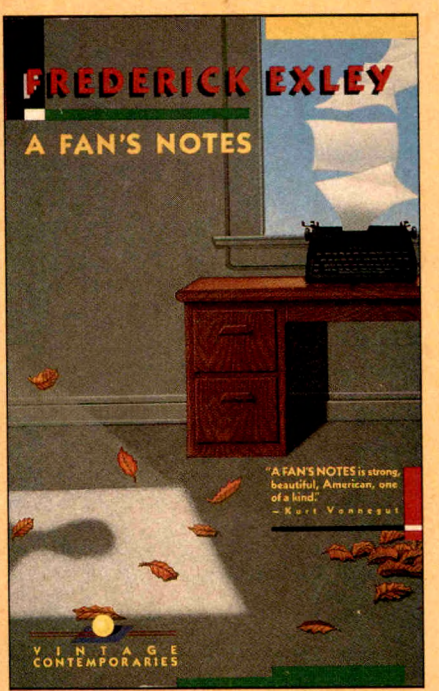
What we have instead is a collection of workmanlike journalistic accounts—either as-told-to autobiographies (examples of solid writing in a generally despicable genre), oral histories, or behind-the-scenes reporting. These books are the football equivalent of solid offensive lineman: They do their limited jobs with a minimum of style and a maximum of efficiency.

Exley, Frederick. *A Fan's Notes.* 1988 (orig. pub 1968). Random/Vintage, $7.95 (0-679-72076-6).

The autobiographical hero of this superb novel (recently reissued in paperback to coincide with the publication of Exley's *Last Notes from Home*) endures a booze-soaked passage through the 1950s, attempting to "escape the bleak anonymity of life" and fantasizing about the exploits of football star Frank Gifford. "Football," says the author, "was an island of directness in a world of circumspection."

Gunther, Marc and Carter, Bill. *Monday Night Mayhem: The Inside Story of ABC's Monday Night Football.* 1988. Morrow, $18.95 (0-688-07553-3).

To understand just how much pro football as a cultural phenomenon has changed since the days recalled by Crazylegs Hirsch and friends in *Iron Men* (see below), one need only read this book, which chronicles the tumultuous history of ABC Television's "Monday Night Football." Egomaniacal announcers, gargantuan advertising rates, prime-time ratings battles—it's all here under the Big Top of the media circus.



Newly reissued in the Vintage Contemporaries series, Exley's stunning novel contrasts the absoluteness of football with the ambiguity of life.

Huff, Sam and Shapiro, Leonard. *Tough Stuff: The Man in the Middle.* 1988. St. Martin's, $18.95 (0-312-02302-2).

Sam Huff played for the New York Giants in the 1950s and 1960s, and his ferocious linebacking had much to do with the team's success. His anecdotal autobiography covers those glory years admirably and will quicken the pulse of anyone who remembers the pop of Huff's shoulder pads slamming against a running back's midsection (a collision that usually took place somewhere behind the line of scrimmage).

Knox, Chuck and Plaschke, Bill. *Hard Knox: The Life of an NFL Coach.* 1988. HBJ, $17.95 (0-15-133450-1).

Seattle Seahawks coach Chuck Knox has the seventh highest winning percentage of any coach in NFL history, yet he has never taken a team to the Super Bowl, prompting accusations of not being able to win the big one. He answers those charges along with discussing his coaching philosophy in this straightforward but surprisingly entertaining autobiography.

Leuthner, Stuart. *Iron Men: Bucko, Crazylegs, and the Boys Recall the Golden Days of Professional Football.* 1988. Doubleday, $18.95 (0-385-23977-7).

Crazylegs Hirsch, Otto Graham, and Pat Summerall are among the stars who offer testimony in this raucous oral history of pro football in its glory days—the rough-and-tumble years from the late 1940s through the advent of the Super Bowl. It was a different game then—before unions, before even face masks—and these veterans of the trenches revel in remembering every broken nose.

Strother, Shelby. *NFL Top 40: The Greatest Pro Football Games of All Time.* 1988. Viking, $19.95 (0-670-82490-9).

Strother picks the best games in NFL history, supplies overviews of each one, and illustrates the whole with delightful photos guaranteed to generate instant nostalgia. Yes, all your favorites are here, including the Colts–Giants 1958 championship battle and the fabled "Heidi Game" in which the Raiders came back to beat the Jets 43-32 while millions of preempted fans watched Heidi romp in the Swiss Alps.

Thomas, Duane and Zimmerman, Paul. *Duane Thomas and the Fall of America's Team.* 1988. Warner, $18.95 (0-446-51404-7).

With the help of *Sports Illustrated* writer Zimmerman, the enigmatic Duane Thomas—Dallas Cowboy star and malcontent in the 1970s—reflects on his troubled career as part of "America's team." According to Zimmerman, the Cowboys' legendary corporate mentality was not only the source of Thomas's problems, but is also at fault for the team's recent hard times. □

Bill Ott, who writes this column freelance for American Libraries, *is books-for-adults editor of ALA's* Booklist.

reader forum

LETTERS AND BRIEF COMMENT FROM OUR READERS

American Libraries encourages signed, typed comment on recent content in our pages or on matters of general interest to the library profession. Letters beyond 250 words will not be accepted or will be edited to fit space.

A tail gunner's tale

TOO BAD THAT TOM GAUGHAN didn't ask me if I thought that my move to a faculty position will put me "out of politics" (July/Aug., p. 632). Far from it. By entering library science education, Dick Dougherty, Charles Churchwell, and I have placed ourselves in what is acknowledged to be the most political arena of all in higher education—the academic side of the shop.

Perhaps 10-plus years of being an ARL director is sufficient reason to seek something different to do? And perhaps becoming a faculty member will enable tail gunners to become bread truck drivers? I see nothing more critical to the future of libraries than the education of leaders for tomorrow, and no better place to be effective in shaping them than in the library schools of today.

ANNE WOODSWORTH,
ALA member and former tail gunner,
University of Pittsburgh library school

Hijack hijinks harmful

PERIODICALLY *AMERICAN LIBRARIES* shares with its readers "Image: How They're Seeing Us." Most of the examples are pretty bad (or good?), although, at times, I feel we librarians are a tad paranoid about our image.

Therefore, considering this awareness of our image, I was astonished by a news story in the July/August issue (p. 563) dealing with Enid and Garfield County (Okla.) librarians hijacking a radio station with Uzi waterguns. What kind of image is *that* and what message are we sending by appearing to have to coerce people to get library cards, to say nothing of the questionable taste of using guns (even if they are "toys")?

As long as librarians are their own worst image-makers, how can we *ever* expect the public to see us in the light or image we continue to strive for?

SUSAN G. BAIRD, ALA member,
Oak Lawn (Ill.) Public Library

I WAS APPALLED AT THE REPREhensible and irresponsible behavior exhibited by the librarians of the Public Library of Enid and Garfield County.

Hijacking and holding someone hostage to meet your demands is not an appropriate marketing technique in this day and age. To promote such a terrorist philosophy in today's world is anathema to librarians who believe in freedom and free will.

I am sure the families and friends of those held hostage in Lebanon, Iran, and elsewhere in the world, as well as anyone who may have been victimized in a hijacking situation, would not find amusing the terrorist tactics used in Oklahoma.

Edgy over edging

AGAIN YOU HAVE LET THAT commysymp, left-wing library school faculty member Charles "Dr. Chuck" Curran take you to the cleaners. If you were a real librarian instead of a high and mighty, city-slicker editor, you would know that such stuff about edging books (July/Aug., p. 618) was just the usual dream-world drivel that ivory-tower library school deans and faculty spend their lives spouting. Curran neglected to tell you that his research on book edging was supported by a three-year DOD grant (number 4S5H617T8) to the tune of $6.5 million, of which $3 million was for travel to Europe and Asia to study comparative book edging accompanied by a graduate assistant named Trixie.

Everyone knows that the old, reliable, manual book edger (Demco 1B2U3L4L5, $9.95 plus shipping) is the best book edger. No real librarian needs a battery-powered model (probably made in Japan). Curran does not even know that the books on the top shelf must be left hanging .6 of an inch over the front of the shelf so that short people can use a ruler to flip them off.

Before you publish "research" by library school faculty, you had better have it analyzed by the Red Neck Institute for Common Sense Evaluation, of which I am the president and CEO.

LESLIE R. MORRIS, ALA member,
Niagara University (N.Y.) library

WHILE I AGREE WITH CHARLES Curran's article on edging and hasten to add that backing actually damages books when patrons retrieve works from the back of the shelf by hooking a forefinger over the top edge of the spine and pulling, I feel he has not kept abreast of advances in professional edging.

Mr. Curran failed to mention that the Clern manual is in a second edition to meet the higher levels of sophistication required today. Because dust particles are omnipresent and tend to invade any library collection, despite modern air conditioning and atmospheric/climate control units, CMFE2 adds the whoof step to the edging process.

Whoofing may be done manually: insert the arm at the vacant quarter slot, surround the disordered volumes, draw them forward [CMFE], "gently whoof across the tops of the volumes to displace dust particles to the rear of the shelving unit" [CMFE2], and nudge with a ruler [CMFE]. Edging may also be done using the updated Gaylord 350E+. This device incorporates a reverse vacuum in the wand handle to provide whoof mechanically.

The revised Clern manual advises the edging team to repeat the edging chant: "Insert, embrace, whoof, edge; Insert, embrace, whoof. . . ."

MERRILYNN W. KESSLER, ALA member,
Conococheague District Library,
Chambersburg, Pa.

THE THOUGHT OF USING AN object other than one's finger to edge shelves is absolutely repugnant to any self-respecting shelf-reader. The use of artificial devices (rulers and Gaylord 350Es) for the purpose of aligning books only serves to demonstrate the ongoing dehumanization characteristic of library automation.

Anyone familiar with library history knows that Dewey himself was an advocate of tactile contact on the job. In addition to well-documented events that underscore this assertion, it is also instructive to note that digits always surrounded his beloved decimal.

Furthermore, my experience as a library page several decades ago confirms the belief that edging was meant to be accomplished by hand. I would arrive at the library after school, check the "reading" schedule in the workroom, propel by Kik-Step to the assigned area, and begin to read the shelves while humming "Tome, Tome on the Range." Upon completing a shelf, I, like any good page, would "give it the finger."

I for one reject the rhythmic, mechanical methods of wimp librarians like Curran. Truly sensuous librarians of both genders have always and will always prefer the tender caress that accompanies "natural edging".

BILL WILSON, ALA member,
McMillan Memorial Library,
Wisconsin Rapids, Wisc.

Furthermore, the use of realistic-looking guns is egregiously irresponsible. Are the librarians in Enid and Garfield County so out of touch with news events that they are unaware of the number of young people who have died in the past year because they "brandished Uzi waterguns" and other such "weapons"? Have they not read that many responsible communities have banned the sale of such toys because of the tragedies that have occurred?

I am sure the librarians thought they had developed a good marketing concept—it may even have been a successful promotion. Their insensitivity to world realities, however, is not laudable.

JUDITH A. HARTSTONE,
San Jose, Calif.

Boos for a building

HAVING WAITED A DECADE FOR A new library building that should have materialized on our campus seven years ago, I can easily sympathize with Chicago Public Library staff who would have "jumped for joy" over a "pigsty," if only from relief at having something—anything—come to fruition in their building quest. But Chicago and its library users deserve better than the stodgy, boring, unfriendly design chosen as its future building. (July/Aug., p. 565–566). It's hard to tell which is more offensive, the building's heavy, plodding stolidity, or the gabled roof with its silly floral (I guess) decorations at centers and corners.

The rejected design by Arthur Erickson, with its gentle contrasts in lines and planes, its sense of lightness, grace, and optimism, is far superior to the winner. The chosen design is an intimidating, witless paean to the past. Is it too late to change?

GRANT BURNS, ALA member,
University of Michigan–Flint library

I CONSIDER THE WINNING DESIGN for the Chicago Central Library an atrocity. The money that will be wasted on the ridiculous do-dads that ornament the pediment and roof areas of this building would have much better have been used for books and other such materials.

Somebody or bodies should have their heads examined for accepting this design.

LEARNED T. BULMAN,
Wharton, N.Y. □

Revealing who ordered a "scientifically deficient" title

The following letters respond to the question posed by the ALA Ethics Committee (June, p. 435) to stimulate thought on professional ethics: Is it ethical for a librarian to reveal who requested a title to be added to the collection, or who is challenging a title?

THESE APPEAR TO BE OLD PROBlems—confidentiality and censorship—in disguise. Why should the rights of the faculty member to confidentiality as a library patron be ignored so that it can be revealed that he or she is challenging a title, and why should the same right to confidentiality be denied to the person—faculty member or library staff person—who recommended the purchase of the book?

The identities of the people involved are irrelevant to the issue of the merit of the book; and the merit of the book is irrelevant to the real issue of censorship, which is being obfuscated by such notions as the scientific deficiency of the text and the purpose of the purchase. It is the ethical duty of the librarian to assume that the recommendation for purchase was a thoughtful and responsible one and an institution with a well defined acquisitions policy should be able to demonstrate this principle to the faculty member without naming names.

Furthermore, even if the purchase was not a particularly thoughtful and responsible one, the institution will be harmed far less by the presence of a volume of "questionable" merit in the collection than by the sort of infighting, subjectivism, and narrow mindedness that would result from giving in to the already less-than-enlightened viewpoint of the faculty member.

MARK WOODHOUSE,
Elmira College (N.Y.) library

IT IS NOT ETHICAL TO REVEAL WHO ordered a particular title for the library and it would be unethical to remove the title from the collection on the basis of such a request. Once a book has been ordered through proper channels (e.g., a department chair or library liason), the record should be treated as confidential in a manner akin to circulation records.

The biology professor in question has a right to express his opinion on the book, but he has no right to force its removal from the library's shelves. His concerns should be considered, but his motives must also be examined. Can he prove that the book contains serious flaws, or is there an ulterior motive for his request? The reasons the book was purchased may be known only to the person who ordered it.

Although the title may seem "scientifically deficient" to the biology professor, it could possibly be on the forefront of new ideas or presenting a differing, yet important, position. Or possibly it was ordered as an example of a poor use of the scientific method. Since the book has already been purchased and processed, it should be kept at least until that time when it can be weeded in accordance with the library's written deaccessioning policy.

GREGORY A. CRAWFORD, ALA member,
Moravian College library,
Bethlehem, Pa.

IS IT ETHICAL TO REVEAL WHO REquested a title? No. The person who suggested the title may be possessed of the same ability to judge the title as the one who entered the objection. Mere faculty status does not confer omniscience. Either the suggestor or the objector may be biassed, or jealous, or possessed of any number of questionable motives.

Is it ethical to reveal who is challenging? Yes and no. Yes, *if* the challenger is *willing* to go public. If he/she wants to go to the mat and justify the ground of scientific deficiency, to debate the issue—okay. If, however, the challenger desires anonymity, then it is *not* ethical to reveal.

The final decision to grant or deny the challenge lies with book selectors. An unsupported claim of deficiency, scientific or otherwise, is to be resisted.

DEM POLACHECK, ALA member,
Massillon, Ohio

IN 38 STATES, THESE QUESTIONS MAY be a violation of law as well as ethics. Revealing the name of the selector of a title for the collection would be equivalent to divulging the circulation record of a library item.

The questions should be resolved on the basis of a library's weeding policy, with the individual faculty members being afforded an opportunity to express their views in an appropriate forum at their discretion. The individuals involved probably would be protected under the aegis of academic freedom in most institutions as well.

ARTHUR L. FRIEDMAN, ALA member,
Nassau Community College library,
Queens, N.Y.

THE ISSUE HERE IS LIKELY NOT confidentiality (ethics) at all. Most academic libraries accept responsibility for developing their collections, and it is irrelevant whether a certain acquisition was initiated by a faculty requestor, a collections librarian, or a donor.

The library should be accountable to its users, and a faculty member's concern for the collection is welcome; it is an opportunity to explain selection criteria and solicit the opinion of the faculty member on holdings in this subject area. Identifying the selector or the challenger is neither necessary nor prudent; the question is whether the library can justify its selection. If it cannot, this professor has done the library a favor.

DOUGLAS G. BIRDSALL, ALA member,
North Dakota State University
Libraries, Fargo



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For undergrads:

InfoTrac MAGAZINE INDEX Plus or WILSONDISC with *Readers' Guide* & *Humanities Index*?

A library takes the CD-ROM taste test and finds some tastes split down the middle

by
John G. Jaffe
Director of Libraries
Sweet Briar College, Va.



JUST A YEAR AGO THE QUESTION prompted by CD-ROM reference systems was, "Will we?" Today it is, "Which one?" Last fall, Sweet Briar College simultaneously evaluated the InfoTrac MAGAZINE INDEX Plus™ system and the WILSONDISC™ using the *Readers' Guide to Periodical Literature* and the *Humanities Index* discs. We were searching for a reference system that would bring new speed and thoroughness to student searches for articles in magazines and journals.

Prior to the CD-ROM trials, our students used microform and print indexes such as IAC's microfilm *Magazine Index* and the Wilson *Readers' Guide*. A few students have been taking advantage of a class in online searching, in which they learn to search the remote databases on Dialog Information Services. For the CD-ROM trial, however, we had to assume that more than 90 percent of our library patrons would not have online searching skills.

We have a very active microcomputing section in our library where students are encouraged to use word processing, spreadsheet, database, and other highly beneficial software programs, so we assume that the majority of our student population is computer literate. We, therefore, expected students to use computers without reluctance in their literature searches.

Side-by-side evaluation

We placed the two CD-ROM systems within a yard of each other in our main campus library. We offered virtually no training on either system, preferring to depend on the instruction aids each vendor had provided. Our library staff members did respond, of course, if specific questions were asked about how to use the systems or the content of the available database. We also mentioned the systems in our required bibliographic instruction sessions for new students.

Informal staff/student surveys

Throughout the three-month test of the two systems, we conducted informal surveys of faculty, staff, and students to determine which product met our needs most precisely. Economics were obviously a factor; however, we did not ask users to comment on value/price comparisons, but simply to address the research benefits provided by the two systems.

The result was a virtual split down the middle on some aspects of the systems, with staff on one side and students on the other. The WILSONDISC system appeals to the trained searcher who can gather a great body of relevant material by using Boolean free text searching. Students were thwarted by Boolean, however. They sought the quick "hits" possible in an index-controlled database, and they were frequently confused when non-relevant citations appeared in a Boolean search, even though all the search elements were repre-

The two systems we compared

WILSONDISC™

The WILSONDISC system offers a library of databases from which to choose. The *Readers' Guide* disc contains indexes to approximately 180 publications, and the Humanities disc offers about 290 titles. Retrospective indexing varies with the database. The *Readers' Guide to Periodical Literature* disc contains coverage from January 1983 and the *Humanities Index* begins in February 1984.

WILSONDISC also offers online searching capability using a mode for less-experienced searchers or the standard WILSONLINE commands for trained online searchers. Searches can be conducted using Boolean logic as well as subject headings. The disc system provides a browse mode for access by the headings used in the printed indexes. Each subject heading indicates the number of citations available, if any are contained in the database. Once a subject heading is selected, the screen displays one citation at a time which the user can print if it is relevant to the research project. Updates of the WILSONDISC databases are quarterly, with cumulated discs delivered every three months to replace the earlier files.

InfoTrac MAGAZINE INDEX Plus™

The Information Access Company InfoTrac MAGAZINE INDEX Plus system contains citations covering four years of content (with an optional additional four years) of approximately 400 widely read magazines in addition to the most recent two months of the *New York Times*. (IAC has recently introduced a new InfoTrac CD-ROM database that is more relevant to undergraduate research. See main text.)

The MAGAZINE INDEX Plus database is updated monthly through delivery of a new disc containing the fully cumulated file. The user types in the search subject, and the topic-listing containing that subject is displayed on the screen, along with "see" and "see also" references. The user presses a search key to display the initial screen (most recent date first) and can continue calling up screens until the citations on the subject are exhausted. The searcher can elect to print out full screens of citations or selected references.

sented in the citation.

Faculty members appreciated the ability to access the WILSONDISC online sources directly from the same terminal used to search the CD-ROM databases; however, in practice they actually used other terminals to search Dialog sources online when they sought more information. When currency was the issue, in fact, they were likely to use Dialog's NEWSEARCH™ file, which contains references from as recent as the previous day and which covers some 2,000 publications for up to 30 days.

Students shun online searching

Students were discouraged from searching the WILSONLINE databases by the training that online access demands. Even those students who have completed online searching class would require additional coaching to use WILSONLINE effectively. For most undergraduate research projects, however, the maximum three-month lag in currency on the WILSONDISC system was not a factor in the value of the search results. In the rare event when a student needed more timely references, a librarian was asked to conduct an online search and Dialog, which offers us good cost control, was used.

Reference librarians like the dedicated disciplinary database approach that Wilson has adopted. They would use InfoTrac first and then search, for example, the WILSONDISC Humanities database to see if other references on the subject are available.

In contrast, students enjoyed the multidisciplinary approach that IAC has taken, with an eclectic collection of sources on a single database. As a result, after finding little or nothing on their subject on the Wilson system (often because they were searching a humanities database for a science subject), students gravitated toward InfoTrac and virtually ignored the WILSONDISC system.

The Sweet Briar context

Sweet Briar is a women's liberal arts undergraduate school, and it is important to recognize the research needs of our 650 students as we select reference products. In addition to the main library, where the CD-ROM trial was conducted, Sweet Briar has three branch libraries on campus dedicated to science, art history, and music, respectively. Our collection over the four libraries is more than 200,000 volumes, and we subscribe to some one thousand periodicals. Through our own resources and interlibrary loan, we have been able to respond to virtually all student requests for articles, whether they were stimulated by references on InfoTrac, WILSONDISC, or more traditional periodical indexes. The CD-ROM trial did stimulate a slight increase in the use of our periodicals collection and in staff workload in obtaining materials from off-site sources. However, we view this as a positive. We're eager to see our collections more fully exploited, and we use frequent referrals to sources not available in our libraries as an indication of what is needed to build our collections.

Conclusions

At the completion of the CD-ROM trial, we arrived at several conclusions, all to be considered within our specific context.

- Online and Boolean searching frustrated the nonprofessional searcher, and most undergraduate students fall into that category.
- A multidisciplinary database is far more effective for undergraduates than CD-ROM files dedicated to specific fields of literature.
- The downside of a single multidisciplinary database is that students may perceive that all periodical sources are contained on the single disc file, and they will not search other print and microform sources that could broaden their research. This apprehension was indeed realized, and reference staff must intervene to encourage use of other sources.

Our evaluation was directed toward the selection of a system for an undergraduate student body. Our conclusions might not hold true if the primary users are graduate students or faculty members. For those users, the availability of Boolean searching may be a prime consideration in selection of a CD-ROM reference system.

From the point of view of an administrator as well as a library professional, the WILSONDISC capacity for online searching is a non-optional service that may boost overall price without extra benefit for an undergraduate library.

Pricing for the WILSONDISC databases ranges from about $1,100 to $1,500 annually, depending on the database selected. This price also provides for the initial disc and three updates. Because of the quarterly update, a subscriber can search the WILSONLINE version of the database throughout the subscription period and pay only the hourly telecommunications charge. For example, a subscriber to the *Readers' Guide to Periodical Literature* on disc would also have access to the same database online in order to access more current citations. WILSONDISC workstations can be purchased from the company at about $4,700. Wilson also offers various discounts for print subscribers and

instructional programs.

The InfoTrac MAGAZINE INDEX Plus database is priced from about $3,000 to $3,500 with nine to 12 monthly updates. InfoTrac hardware is available on lease from IAC at $500 per year per station, or the library can use its own hardware.

An undergrad index

In January, IAC introduced a new CD-ROM database for use on the InfoTrac system which seems more desirable for undergraduate periodical research than the MAGAZINE INDEX Plus database used in the evaluation. Called ACADEMIC INDEX™, the new database contains indexes to almost 400 magazines and journals that are widely used in undergraduate research. According to IAC literature, more than 120 college and university libraries participated in defining the contents of ACADEMIC INDEX to reflect those publications that are the most valuable sources for undergraduate reference. The database is said to contain, as a result of librarians' requests, some 40 periodicals that have never before been indexed.

Purchase decisions

As a result of these studies, we have decided to acquire as our first purchase the mutlidisciplinary CD-ROM systems with the simple index-controlled access the students prefer. We will also provide access to the MLA International Bibliography on WILSONDISC CD-ROM. Though the MLA International Bibliography via Wilson uses the less successful interface from a student viewpoint, the CD-ROM format provides significantly improved access over the paper format. Our trials also led us to believe that the MLA database would be less well accessed by the student-preferred controlled-index search interface. The complexity of the database and the extensive number of index points make it one of the few databases regularly used by undergraduates which benefit from and indeed require the Boolean search capabilities offered by WILSONDISC.

Summing up, our experience has shown undergraduate preference for index-controlled access to multidisciplinary data in CD-ROM format. As librarians, we recognize the need for the greater power offered by Boolean search structures in extensive and sophisticated multidisciplinary databases and look forward to determining if undergraduates, after extensive use of the index-controlled access, will demand increased sophistication in the search opportunities they are offered. □

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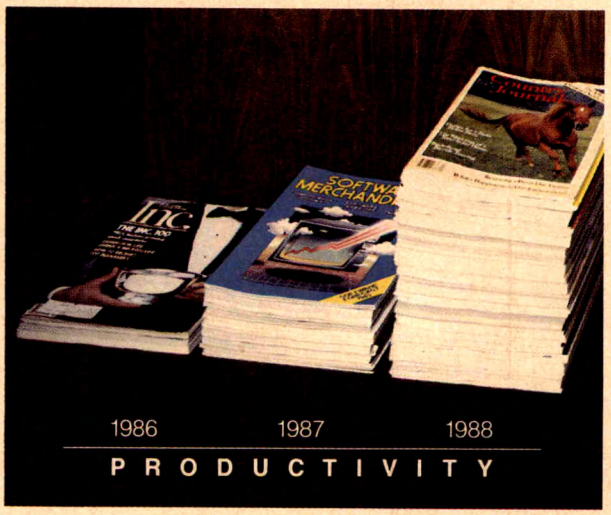


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The unconventional marketer

On her long road from library aide to a top automation exec, Norma Lewis has had to play the tough customer

by Beverly Goldberg

WHEN LIBRARIAN AND executive Norma J. Lewis walks into her favorite Toronto shoe store, the owner often senses the futility of selling her stock on hand. "We'll be getting a shipment in at the end of the week," Lewis will be told. "There should be something you'll like in that consignment."

How does someone like Lewis—who has convinced shopkeepers that sales pitches don't work for her—become the director of marketing for Utlas, Canada's homegrown library automation vendor? At the insistence of the boss, naturally.

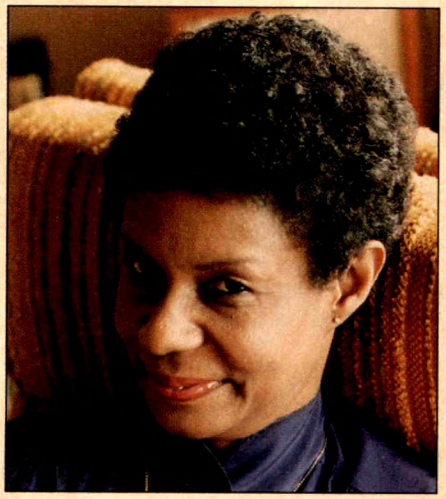
Lewis told *AL* that she never wanted a career in marketing. "You don't sell to me; I buy." Ironically, Lewis's attitude toward high pressure selling, demonstrated by her low-key demeanor, was what sold customer-conscious Utlas officials on her qualifications for the job.

No-frills philosophy

A native Jamaican, Lewis had served at Utlas for almost a decade before accepting the marketing directorship in 1987. She took the job, but asked that she *not* be designated a vice president, as had her predecessor. "I saw no need for a fancy title," she told *AL*.

Previously manager of human resources, Lewis transferred posts to help Utlas through a corporate crisis. In spring 1987, buyout talks had broken off unexpectedly between International Thomson, Utlas's owner since 1985, and TBG Information Systems, Inc. (which owns CLSI). One result: Utlas's R&D plans stood exposed to the competition.

One year later, Thomson has clearly recommitted itself to the firm, and Utlas can boast over 50 million bibliographic records, owned by their creating libraries and accessible 24 hours a day, and the patronage of most Canadian libraries. And at ALA New Orleans, the utility debuted a prototype of a pet project: CD-CATSS, a CD-ROM cataloging support system designed to stand alone or to interface with Utlas's full database.



Norma Lewis

Like Utlas, Lewis has not always come by her success easily—though she admits that sometimes she was in the right place at the right time. An early convert to librarianship, she worked as a paraprofessional for the University of the West Indies library in her teens, and began her library education via correspondence courses. After earning a bachelor's degree from the University of the West Indies, she completed her graduate studies at the London-based Northwestern Polytechnic School of Librarianship and immediately moved to Canada.

Lewis told *AL* that she left Jamaica not for economic reasons, but for a chance to grow. Describing the island culture as "warm but insular," Lewis adopted Canada as a country that nurtured individual growth instead of class distinctions. "I was going to make this move work," she recalls.

Her determination paid off. Within six months, Lewis had not only learned to love Canadian winters and cross-country skiing, but had begun serving on York University Library's cataloging and serials team. By 1970, she was head of York's processing department, "gravitating to the businesslike precision" of the acquisitions process. "I eat, sleep, and breathe acquisitions and serials," she declares.

Lewis soon earned a reputation for helping colleagues beat the feast-or-famine cycle built into their fiscal-year materials budgets. But not even her record could steer her successfully through the Canadian academic tenure system.

Lewis credits York University as a setting that allowed her to flower as a professional; still, when she applied for faculty status, York University authorities asked Lewis to prove that her British library associate status measured up to an ALA-accredited MLS. The trusted manager of 50 FTE, she refused to "justify her training," which she characterizes as more rigorous than many MLS programs, and withdrew her request.

Not one to dwell on the past, Lewis stayed on, still enthusiastic about York's "creative, open atmosphere." In 1978, realizing a need for "something broader" than academe, she loyally gave a year's notice. Enter Utlas, which offered her the job of assistant to the director of development.

The "honest bloke"

Lewis still looks forward to achieving the goal she set for herself on joining Utlas: launching the best acquisitions system. Though she wrote the user specifications for a mainframe acquisitions system years ago, Utlas had to suspend development while it upgraded hardware and rode out several reorganizations, the first of which resulted in Lewis's stint as manager of human resources.

In the meantime, she takes great pride in staying flexible and "approachable" for colleagues and clients alike. "Marketing is presale, finding out what customers want," and providing tailormade options, she explains. To accomplish that, Lewis moves quietly between Utlas's sales force and its R&D staff.

By popular demand, Lewis also serves as Utlas's sympathetic ear. Nicknamed "the honest bloke" by appreciative colleagues, she shares with confidants her firm belief in a "natural progression" to life and in the opportunities to be unearthed along the way.

Next on Lewis's list: A formula to keep Utlas morale high and her own workday shorter than 12 hours—and, of course, to make Utlas the first stop on the shopping lists of library automation customers. □

A report for *AL* with a response from a major publisher

"The Least Reading for the Smallest Number at the Highest Price"

Prices of European-produced scientific, technical, and medical serials continue to gut U.S. research libraries. A leading voice in the controversy explains how we got into this mess—and how we get out.

by Charles Hamaker

THIS COMMENT FROM THE *Toronto Globe and Mail* explains the essence of the system that has gutted serials budgets in public, academic, and specialized research libraries. The research journals market was a key to the financial success of England's Pergamon Press and an "immensely profitable part of publishing," the article states. Sadly, much of this description is just as apt today for other major international scientific, technical, and medical (STM) publishers. The journals, however, are not cheap in any sense of the word. A variety of institutions, often publicly supported, pay researchers for their work and provide additional financial support to report research that is *given* to publishers. These same institutions then pay again to purchase their own research. Libraries supporting STM research are indeed captive consumers.

Charles Hamaker is head of collection development at Louisiana State University in Baton Rouge.

The issue is books

Every issue of a journal purchased from several major publishers today is the equivalent in cost of a book. On average, every *issue* of an Elsevier journal purchased at Louisiana State University means a book *is not* purchased.[2]

About 50 publishers, commercial and societal, foreign and domestic, receive over half the serials dollars expended by a significant number of research libraries in North America. At Louisiana State University, six publishers are paid about one-third of the serials budget for five percent of the titles in the collection. LSU's three largest publisher/suppliers are: Elsevier, the industry giant headquartered in the Netherlands (227 titles; $116,844/1987), Springer Verlag of West Germany (93 titles; $70,954/1987), and Pergamon Press of England (157 titles; $56,780/1987).

Declining dollars

Until fall 1986, reliance on foreign journal publishers was a minor concern for most libraries. But then, with the dollar dropping to the lowest levels since the early 1980s, libraries suddenly experienced the cost increases that major firms had been adding for over six years in their own currencies.[3]

American libraries were unprepared for those increases. In 1986, and again in 1987, many research libraries absorbed cost increases of 15–20 percent simply to maintain existing titles.[4] These increases were largely due to the cost of international STM titles. Increases for some titles exceeded 40 percent for each of those years.[5]

Journals go continental

The initial library response seemed simple—cancel foreign titles and rely on interlibrary loan. International firms, however, recognizing the importance of the American market, had become an integral part of the scientific communication system. From biotechnology to field crop research, their journals now provide essential support for American science. The single largest growth area for article submission to Elsevier journals is the American researcher.[6]

American science had become dependent on "international" publishers to establish priority of discoveries, to referee articles, and to publish the work of U.S.

According to several book jobbers, research libraries have dropped purchasing programs, even for U.S. books, to the lowest levels in a decade. . . .

scientists. This led to larger, more expensive journals and significant increases in the number of English-language, American-based "foreign" titles. American editors were recruited to work with these "international" titles. Some editors report receiving $20,000 per year for their participation. Additionally, American scientific and technical associations and societies were induced to publish their titles through foreign-based firms.

"Institutions. . . pay for their researchers' work. . . to report research that is given to publishers. These same institutions then pay again to purchase their own research."

"International" titles have become necessities for teaching, research, reporting advances, keeping abreast of current work, and supporting graduate programs. Currency fluctuations make the serials information chain subject to pressures similar to those experienced by the domestic auto industry.

Following the leaders

American publishers have responded by pricing more aggressively. The American Production and Inventory Control Society, for example, publishes two journals. Based on surveys of comparable titles, the society decided that its journals were underpriced. For 1988 the *Journal of Operations Management* was raised to $100 and *Production and Inventory Management* to $110. In 1987 the prices were $15 and $30 respectively. Plenum, the highly profitable American publishing firm, has raised the prices of its Consultants Bureau journals by almost 90% since 1981. Plenum and its subsidiary now rank fourth (95 titles; $45,502/1987) at LSU.[7]

"American publishers have responded by pricing more aggressively."

Conspicuous consumption

Many libraries have begun research into the impact of the problem on their collections. They have discovered that since 1986 no more than 10% of their journals consume 50% or more of the serials budget and that as few as 20% of their subscriptions swallow 72–75% of the serials budget.[8]

Articles in national publications have addressed the problem of journal proliferation, usually decrying the burgeoning number of specialized titles. In fact, none of the "ephemeral" titles listed in these articles are in the top cost categories.[9]

Eighty percent of LSU's journals cost less than $100 per title. The average cost of this group is less than $25. The average cost of the most expensive 20%, consuming 52% of the serials budget, however, is about $330 per title. To maintain *Gene* ($1,700/22 issues, 1988) from Elsevier, LSU must forgo purchasing 66 "low cost" journals or 41 books. These titles are effecting libraries' efforts to collect anything else. In some collections, they are about the only library materials that will be purchased in 1988 and, if these trends continue, in 1989.

"Every issue of a journal purchased from several major publishers today is the equivalent in cost of a book."

Death of a thousand cuts

Other libraries have learned that at least 60% of their expenditures are for "international" journals. With double-digit budget increases required just to keep existing serials, research libraries have discovered that even if they cancelled as much as 80% of their journals they could barely meet the increased cost of the "top" research journals. This approach, cancellation of the less expensive titles, could destroy major collections of humanities, history, liberal arts, and social science journals, including many titles from U.S. publishers.

Innocent victims

Faced with such unacceptable solutions, the most consistent response has been to decrease book purchases and begin laborious and often futile subscription cancellation reviews. Libraries in institutions as diverse as Brown, Idaho State, Clemson, LSU, Yale, and the University of Missouri/St. Louis have indicated 10–75% decreases in book purchases since 1986. The University of North Carolina/Chapel Hill stopped automatic book shipments from Germany. The University of California/Santa Barbara made similar reductions in foreign book purchases.

According to several book jobbers, research libraries have dropped purchasing programs, even for U.S. books, to the lowest levels in a decade, signaling significant decreases in library support of humanities, undergraduate programs, and general reading materials. Although specialty "niche" publishers are finding new markets, the library market for books is decreasing in public, academic and specialized collections that support research.

Captive consumers?

What can the library community do? Are libraries indeed just captive consumers waiting for publishers to simply requisition more of their funds?

Because the dollar's continuing drop places U.S. libraries at risk of 15–18% price increases for 1989, several library groups are responding.[10]

At the 1987 ALA Annual Conference, the Resources and Technical Services Division (RTSD) Board passed a significant resolution, asking ALA to call attention to the impact of dollar devaluation on the nation's libraries. The resolution asked ALA, "To help focus national attention on the impact of the lower value of the dollar on library collections, the international flow of information, and the nation's ability to educate its youth, conduct research, and inform the citizenry."[11] Subsequently, a letter from Marion Reid, RTSD President, was published in the *Wall Street Journal* outlining the dangers dollar devaluation posed for libraries.[12]

Become part of the solution

What can you do? Contact the appropriate committee chairperson of your professional organization. Most are well informed on the issue and will probably welcome your offer of assistance in gathering information, working on a committee, or serving as a resource person.

If your library is affected, write letters directly to publishers, even if you are only considering cancellation. Periodical vendors normally communicate cancellation information once a year, often after prices are set for the next year. List the titles in question. Publishers do listen. Many libraries have learned publishers usually respond, and may care enough to visit and talk with you about the situation.

Talk with faculty, researchers, or scientists you know who are actively involved in research and publishing. Editors and editorial board members are key to the journals system. They provide the impetus for increasing the size of journals and for starting new journals. They are also in the best position to let publishers know that certain titles are priced so high that they threaten the whole journal system. The tremendous stress on the system right now is *their* problem as much as it is a library concern.

There is a growing body of literature on pricing. Become familiar with it. *Advances in Serials Management*, vol. 1 (JAI Press, 1987) has an extensive bibliography by Marcia Tuttle and includes an article by Ann Okerson surveying developments from a library perspective over the last 10 years.[13]

If you have gathered data on publishing and/or pricing practices that are inimical to your collections, communicate with your professional organizations about them. Submit the results of your research for publication. As long as the data is good, the facts solid, and the conclusions fairly stated, they will be of great interest to colleagues and concerned readers.

Librarians, researchers, and their institutions *can* influence publishers. One hopeful precedent is the continuing decline in differential prices charged to U.S. libraries by some British publishers.[15] "Jawboning" efforts by ALA, its units, other professional organizations, and committed individuals, reversed a practice which charged U.S. libraries as much as twice the rate charged British institutions.

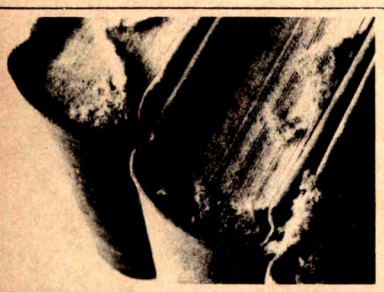
"Hold the line"

The Board of Governors of the Research Libraries Group (RLG) passed a resolution calling on STM publishers to "hold the line" on prices for the rest of 1988, and for 1989.

"Some editors report receiving $20,000 per year for their participation."

RTSD's Publisher/Vendor Library Relations Committee has established an information gathering group to report on the problem and asked the RTSD Board to create a special task force to bring debate on these problems to a national forum.

The Association of Research Libraries (ARL) has begun a research and dissemination program. Regional groups such as Southeastern Association of Research Libraries (SEARL) and Mid-America State Universities Association (MASUA) have begun to share retention decisions on expensive journals. The Publisher Relations Committee of the Special Libraries Association is actively working in this area. ALA's Association of College and Re-



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search Libraries (ACRL) has a committee within its Science and Technology Section dealing with publisher relations, as well.

The least for the most

ALA Council, at the 1988 Midwinter Conference in San Antonio, reinstated the 1892 ALA motto: "The best reading for the largest number at the least cost."[14] Cost increases for specialized titles with limited circulation represent a reversal of that maxim. The effect seems to be "The least reading for the smallest number at the highest cost." □

Notes

1. Greenspon, Edward. "Maxwell Is Gaining Ground and Respect." *Toronto Globe and Mail* (January 25, 1988): b1–b2.1.

2. For 95 Elsevier journals, average cost per issue for 1987 was $32.18. The average cost of a book reviewed in *Choice* in 1987, excluding reference titles, was $32.79. See Soupiset, Kathryn A. "College Book Price Information, 1987." *Choice* (March 1988): 1051.

3. Black, George. "Viewpoint: Research Libraries Threatened by Weak U.S. Dollar." *BioScience* 38, 1 (Jan. 1988): 6.

4. Holden, Constance. "Libraries Stunned by Journal Price Increases." *Science* (May 22, 1987): 909–910.

Counterpoint: A publisher's perspective

by John Tagler, Director, Marketing Services, Elsevier

THE JOURNAL PRICES CONTROversy has received widespread and at times impassioned coverage in the library literature. Serials have become a subject for debate. Indeed they should. Journals represent the single largest item in most research libraries' materials budgets.

This debate has been healthy; librarians have learned more about publishing and publishers more about libraries. More important, other critical players are becoming involved—library directors, university administrators, and researchers.

Weakened dollars

Two years ago, the weakened dollar caused a sudden jump in foreign journal prices and the U.S. library community reeled. The cost spiral is complex, but unquestionably the most important factor was the dollar's sudden drop against foreign currencies. Dollar prices for Elsevier's Amsterdam journals increased 45% between 1986 and 1988 due to exchange rate alone. After some initial skepticism among librarians, there seems to be increased awareness of the real impact of the weakened dollar. Entering the 1989 renewal season, the stable dollar means that we will not see a repeat of the past two years' price escalations. Thus the stage is set for librarians and publishers to explore the issues in a less heated atmosphere. While I feel optimistic about the present, some lingering misconceptions among librarians concern me.

Science is international

Price increases of foreign titles are causing widespread reassessment of the purchase of such materials. While American librarians distinguish between domestic and foreign publishers, most large, scientific publishers perceive themselves as international. Increasingly, the importance of international communication grows as research itself becomes less U.S.-based.

This year's National Science Foundation statistics reveal that between 1974 and 1984 the percentage of references by U.S. authors to articles by non-U.S. authors increased by 27%, and the number of articles with international co-authors rose by 39%. In physics, 33.8% of all articles had international co-authors— a 23.7% increase. Nearly half (47.8%) of all mathematics articles have international co-authors. American scientists cannot ignore developments abroad; they must present their research in an international forum.

At the same time, research has continued to grow exponentially. Biotechnology, artificial intelligence, materials science, ceramics and, most recently, superconductivity, fledgling disciplines a decade ago, are now major research areas. Research in basic fields such as biochemistry and physics, continues unabated.

"At $3,626 per year for 1988, the *Journal of Chromatography* seems expensive. But consider: 63 air-delivered issues per year containing 18,500 pages. Each page costs 20 cents; each article, about $1.80."

Good journals get bigger

Journals have expanded, and the expansion has been accompanied by increased subscription costs. Quality journals attract quality manuscripts, and these are the titles which experience growth. No valid price analysis can overlook an increase in the volume of information provided.

Targeting costly titles for cancellation is an understandable, knee-jerk reaction. Yet those expensive journals can be extremely cost-effective for both the librarian and scientist. Large, international editorial boards for journals such as *Journal of Chromatography* or *Biochimica et Biophysica Acta* (BBA) provide broad expertise and ensure rigorous standards in refereeing papers. Such journals serve the research community by consolidating results and providing rapid evaluation of papers.

BBA, which publishes 118 issues per year, has 10 subject-specialty sections. A less cost-efficient alternative would be two dozen or so quarterly journals. Scientists would face confusion and delay in submitting papers. The expense of producing and distributing so many titles would result in higher per-page and per-article costs. Quarterly issues would mean significant publication delays. Additional cost and frustration in libraries due to fragmentation of subject fields and dealing with greater numbers of publishers, would result.

At $3,626 per year for 1988, the *Journal of Chromatography* seems expensive. But consider: 63 air-delivered issues per year containing 18,500 pages. Each page costs 20 cents; each article about $1.80.

A final thought: some librarians argue that publishers shouldn't be paid for grant-funded reports. But costs are incurred, and value added, in every link in the information chain. Libraries, for example, spend about one-third of their budgets on materials, and two-thirds on staffing and other necessary operating costs. Nowhere along the chain is information free, or even cheap. □

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7. Grinell, Stuart. "The Six Percent Effect." *Library Issues* (March 1988).

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10. "U.S. Dollar Decline to Impact 1989 European Journal Costs." *Fax-Letter Faxon's Client Newsletter* 4,1 (Jan./Feb. 1988): 1. Estimates in this article are that foreign and domestic materials will increase in a range of 10–15% for 1989. This estimate is based on the dollar at its present value. If it continues to drop the range would be higher for specific countries and currencies.

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13. Okerson, Ann. "Periodical Prices: A History and Discussion." In *Advances in Serials Management*, vol. 1, by Marcia Tuttle and Jean G. Cook. Greenwich, Conn.: JAI Press, 1986: 101–134.

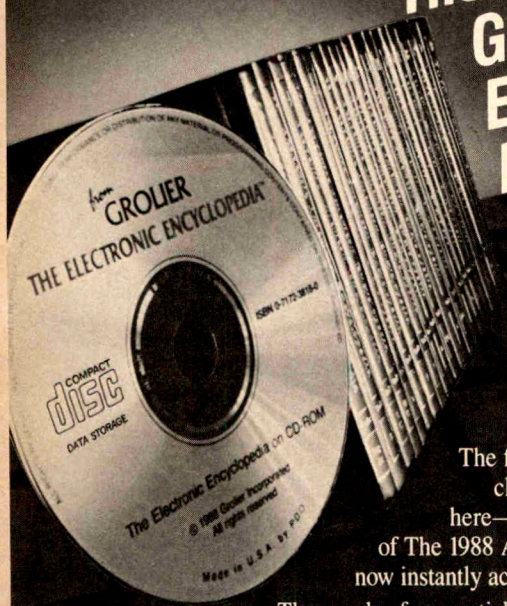
14. "ALA Council and Executive Board Actions in San Antonio." *American Libraries*, (March, 1988): 173.

15. Astle, Deana and Charles Hamaker. "Pricing by Geography: British Journal Pricing 1986, Including Developments in Other Countries." *Library Acquisitions; Practice and Theory*, 10 (1986): 165–181. Additional updates at Midwinter and Summer ALA Conferences in reports to RTSD's Publisher/Vendor Library Relations Committee have documented a continuing decline in differential pricing to American libraries from British publishers.

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CARL's latest project:

Access to articles through the online catalog

The goal for '89 is to provide options to search, via OPACs, through some 10,000 shared journals

by Gary M. Pitkin

ACCESS TO JOURNALS HAS always represented a challenge to libraries and their users. The answers library users seek are often contained in journal literature; consequently, research libraries now invest up to 70% of their material budgets on serials, and the percentage is rising. In recent years libraries have spent additional millions on automation to improve access to the information in their collections, but to date these systems have provided access mainly to the books that make up a large proportion of library holdings. Excluded are the contents of articles published in the costly journals.

Last April, a group of libraries in Colorado decided to meet the challenge of providing access to the contents of serials by investigating journal access through online catalogs. This group, the Colorado Alliance of Research Libraries (CARL), was formed in 1974 by the directors of several research libraries in the state to address the problems and possibilities of access to collections and the sharing of resources by creating an automated network. Current CARL members are Auraria Library, Colorado School of Mines, Denver Public Library, University of Colorado/Boulder, University of Denver, and University of Northern Colorado. CARL became incorporated as a not-for-profit organization in 1978 and has since undertaken many projects. The best known of these is the CARL System, incorporating an online catalog, circulation, and acquisitions control.

The CARL System has been designed to manage CARL members' collections as if they were one, and to provide users with direct and simple methods for identifying and retrieving materials. The system now supports over 500 terminals for its six member libraries, serving about 35,000 people daily with a database of 3 million bibliographic records.

The system has been replicated at several other sites, including Pikes Peak Library District (whose system is known as Maggie III), the Boulder Public Library, MARMOT (a consortium of libraries in Western Colorado), and Arizona State University/Tempe. The Montgomery County (Md.) Libraries are in the process of installing a CARL-based system. Users of any CARL system or CARL-based system have access to all other users through computer-to-computer connections.

CARL's serials system

CARL's most recent project is Serials Access and Control. Unique among online systems in its design and capabilities, this system offers all the traditional aspects of serials control, including check-in, claiming, binding, routing, and invoice-posting. However, the system also provides access to the actual article content of each issue received. Each entry relates the article to the journal title and the status and location of that title.

The end result is a system that answers the user's long-standing question of the online catalog: "Can I look for journal articles here?" Yes, the user can actually locate articles and determine whether the desired issue is "in," "claimed," "gone to the bindery," or available in another library.

Access to the articles is the same as in any other PAC (Public Access Catalog) search. In the CARL System, this means any WORD or NAME search will now return both articles and books, or the user can choose to search articles only. For those users who like to track specific journals for their latest contents, the system can also "reassemble" the table of contents of any title and issue within the database, displaying authors, titles, and starting page numbers (see illustration A). While no subject cataloging or abstracting is now being undertaken by CARL, the system does include and index any summary which appears on the contents page of the journal (see illustration B).

Article records are being stored in a MARC format; all four levels of the NISO standard for holdings are supported. CARL staff hope that the use of these standards will facilitate the sharing of these records and the system itself with other library systems and networks.

Programming of the system is now complete and a test database has been loaded, consisting of 2,000 articles from 62 interdisciplinary journals held in all six CARL member libraries. This database will be accessible to patrons in the very near future. The goal of the project is to provide access by mid-1989 to articles in over 10,000 journals to users in offices, libraries, schools, and homes.

Next step, document delivery

Once users have easy access to this article information, they will begin asking for the actual articles. Here the project will move carefully into delivering full-text articles to users. Initially, copyright issues must be studied and all regulations observed. Fortunately, a well-conceived system will solve many of the knotty recordkeeping

Gary M. Pitkin is director of University Libraries at the University of Northern Colorado and president of the Colorado Alliance of Research Libraries Council of Directors. He acknowledges the assistance of Rebecca T. Lenzini in the preparation of this manuscript.

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TITLE: Scientific American.
ISSUE: 02/01/88  v 258  n 2                    In 07/07/88

   AUTHOR              TITLE                          PAGE

001 White, Ray         Chromosome mapping with DNA m   40
002 Adair, Robert K.   A flaw in a universal mirror    50
003 Gottlieb, David I  GABAergic Neurons               82
004 Kasting, James F   How climate evolved on the terrestri  90
005 Austad, Steve      The adaptable opossum           98
006 Kaner, Richard B   Plastics that conduct electricity  106
007 Borwein, Jonatha   Ramanujan and pi                112
008 McEvedy, Colin     The bubonic plague              118
009                    50 and 100 years ago            12
010                    Computer recreations            128
END OF CONTENTS...

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or LINE NUMBER  for detail>>
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Illustration A: Contents page "reassembled" by CARL.

problems now associated with copyright tracking and proper payment. The threat to publishers of cancelled subscriptions is balanced by the opening of new markets—businesses and individuals who prefer access to "unbundled" journals on an article-by-article basis. Indeed, the CARL System is already heavily used via dial-up lines by Colorado businesses and individual professionals.

to faculty and students in the support of teaching and research cannot be overstated." Citing a recent article in *The Scientist* that places Colorado among the top 10 states in the publication and citation of scholarly articles in the sciences,* Dickeson continued, "Colorado is fortunate to have CARL and the Serials Access and Control System to help facilitate and maintain the high quality of higher education in the state." He also noted that the new system has "great potential for savings at a time when the number and complexity of journals is expanding quickly."

The system has been designed to facilitate participation from other libraries, particularly those with online systems or networks, or with some capacity for dial access. Since the records contain critical identification numbers (such as the International Standard Serial Number and OCLC number) and are formatted as MARC records, customization of the database for individual libraries is possible. This customization can take two approaches: making the database smaller to correspond to a smaller collection, or adding records to the existing database to reflect a larger collection or a special collection. The database will very shortly be available by dial-access.

CARL's marketing efforts are being organized by a for-profit subsidiary company, CARL Systems, Inc. The company's president, Rebecca T. Lenzini (formerly vice president for Academic Information Services at the Faxon Company), advises that the system and database will be available for viewing at LITA's national conference in Boston this month and at ALA Midwinter in Washington. In addition, CARL plans to make a demonstration system available for dial access. For more information about the system or for instructions on dialing in, contact Lenzini at CARL, 777 Grant, Suite 304, Denver, CO 80203 or call 303-861-5319. □

*"Illinois First Among States in Boosting Research Output," *The Scientist* 2 (July 25, 1988): 18.

The end result is a system that answers the user's long-standing question of the online catalog: "Can I look for journal articles here?"

The area of document delivery has been investigated by CARL Executive Director Ward Shaw. He concludes that the best current technologies will take advantage of optical scanning and storage, and will use increasingly available telefacsimile machines to deliver copies of articles directly to users in libraries, businesses, and homes.

Certainly the development of this effective article access and delivery mechanism will set the stage for the cooperative reevaluation of serials collection development—an effort that has long been discussed by library consortia but met with relatively little success. With the CARL Serials Control and Access System, users can be assured of article delivery in a matter of minutes.

According to Robert C. Dickeson, president of the University of Northern Colorado, the ability to retrieve journal articles via CARL through WORD and NAME search is "truly profound. Its importance

```
AUTHOR(s):   Kasting, James F.
TITLE(s):    How climate evolved on the terrestrial planets
Summary:     It is called the Goldilocks problem: Why is Mars too cold
             for life, Venus too hot and the earth just right? Distance
             from the sun is not the full answer. The earth cycles
             carbon dioxide into its atmosphere to promote greenhouse
             warming when its surface cools. Mars lacks that ability.
             Venus has the opposite problem: it cannot drain CO2 from
             its atmosphere.

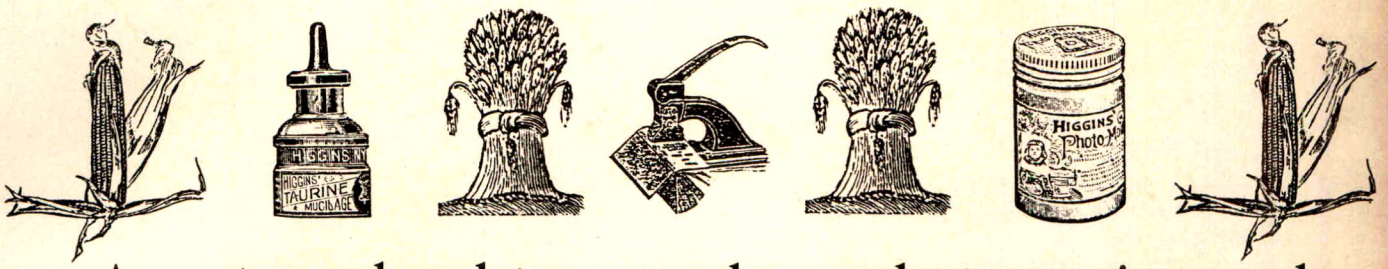
        In:  Scientific American.
             FEB 01 1988    v 258  n 2
        Page:  90

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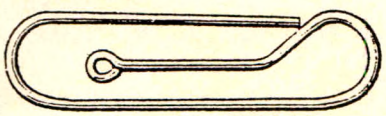
<RETURN> to continue, <G>UIT for a new search,
or <R> to REPEAT this display
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Illustration B: CARL entry for an article, including the summary from the contents page.

Library Consumer's Almanac for Fall



An autumnal update on sundry products, services, and supplier announcements, plus a season's scoreboard of sales and agreements, chiefly in automation



Hear ye, hear ye!! Notices from suppliers

Announcing a new firm: Library Technologies, Inc., based in Abington, Pa., specializes in MARC record database preparation services and microcomputer library software, including Bib-Base. The firm is an expansion of Small Library Computing, owned by Robert J. Kepple, who is a co-owner of the new enterprise. His partner is James G. Schoenung, formerly executive director of PALINET. For brochures: LTI, 1142 E. Bradfield Rd., Abington, PA 19001, or 215-576-6983.

Brodart's new ILL: For its Le Pac compact disc online public access catalog, Brodart has released an Interlibrary Loan function that makes it easy to fill in request forms with items on the database. Contact Brodart Automation at the nearest toll-free number or write to 500 Arch St., Williamsport, PA 17705-9977.

Umbrella video licenses make it easier for libraries to deal with performance rights. Now, with the recent addition of Republic Pictures and its library of film classics, Motion Picture Licensing Corp. handles such rights for nine film studios, including MGM, United Artists, Walt Disney, and Learning Corp. of America. Through MPLC licencing, home videocassettes can be shown to library and other defined audiences. Contact MPLC at 1177 Summer St., POB 3838, Stamford, CT 06905-0838, or call 203-353-1600.

A case of high-density. Spacesaver Corp. is offering a case study bulletin showing how four academic libraries used high-density mobile storage and filing systems. Ask for Academic Libraries Case Study Bulletin SC-8817 from Spacesaver, 1450 Janesville Ave., Ft. Atkinson, WI 53538, or call 800-492-3434.

Two-dozen terminals or so, and your library would be suited to CLSI's new Series 1050, an automation system designed for collections of fewer than 100,000 items. The UNIX-based system operates on a small Altos 2000 computer, making multi-function, CLSI-style automation possible for under $40,000, according to the firm. Call 617-965-6310 or write CLSI at 320 Nevada St., Newtonville, MA 02160.

CLSI has also announced a new office to serve the Washington, D.C., area. The address is 12166 Beltsville Dr., Beltsville, MD 20705. Telephone: 301-572-7439.

Chem Abstracts CONSERed. The Chemical Abstracts Service Library Services Dept. has become the first affiliate member of the Cooperative Online Serials Program. CAS will contribute valuable current serials information to specific fields of CONSER records, enriching the shared database and linking it with CAS Library's document delivery service for numerous items.

OCLC-CD cataloging system. Until Nov. 1, OCLC is offering a 10% introductory discount on its new microcomputer-based, compact-disc cataloging system, CAT CD450. The system combines databases from the Online Union Catalog with immediate access to the 17.5-million-item OCLC Online System. With its high hit rate and reduced telecommunications charges, it provides an option to OCLC online cataloging. Contact your local network broker or OCLC (614-764-6000).

Among numerous projects announced recently by OCLC, the Columbus-based firm and the National Library of Canada are now testing an interlibrary loan referral program, extending the resource sharing network across the border and moving toward an international OSI protocol for ILL transactions.

Friendly interface: Users of the Data Research ATLAS system can now send orders electronically to Baker & Taylor and receive acknowledgements over the wire, thanks to an interface between the ATLAS Acquisitions and Serials Control module and B&T. Order files comply with the ANSI BISAC standards; B&T orders are normally shipped within 24 hours. Contact Data Research at 1276 N. Warson Rd., POB 8495, St. Louis, MO 63132-1806, or call 800-325-0888.

Ingram Periodicals, Inc., and Ingram Library Services, Inc., offer some relief from the misery of soaring serial prices with a selection of more than 900 quality special-interest magazines offered at a 25% discount with free freight on consolidated shipments. Write Ingram at 347 Redwood Dr., Nashville, TN 37217, or call 615-793-5000.

CLASSy CD discounts: Members of the Cooperative Library Agency for Systems and Services are eligible for discounts on CD-ROM products from Bowker, Dialog, Silverplatter, H.W. Wilson, and others. CLASS operates from 1415 Koll Circle, Ste. 101, San Jose, CA 95112-4698. Phone: 408-289-1756.

B&T's imminent CD: Heralded by one of its developers as "the most complete book-



title CD-ROM ever published," a new CD system from Baker & Taylor will contain the book distributor's proprietary database of some 1.1 million records, including o.p. and forthcoming books, and will link to B&T's electronic ordering system. Now in its beta-test phase, the system has been co-developed by Del Mar Group and will represent B&T's first step into CD-ROM.

CD reference library via Bowker. Bowker Electronic Publishing will distribute three Microsoft reference CDs to the library market: *Microsoft Bookshelf* incorporates 10 popular reference books and a word processing program on a single disc costing $295; included are *The American Heritage Dictionary, Roget's II,* and *The Chicago Manual of Style.* Microsoft Stat Pak compiles U.S. government facts and figures in major reference areas and sells for $125. *The Small Business Consultant* is a collection of 220 government publications on how to start and run a small business; cost is $149. Contact Bowker Electronic Publishing at 245 W. 17th St., New York, NY 10011, or call 212-337-6989.

CD-ROMS from EBSCO. A number of CD-ROM reference titles are being distributed to libraries by EBSCO Eletronic Information (EEI). Among them are: *The Electronic Encyclopedia/Grolier,* which allows downloading of text to an ASCII file; the *McGraw-Hill CD-ROM Science and Technical Reference Set;* the *ALA Directory of Library and Information Professionals;* and a number of health-related reference titles. Write EEI at POB 1943, Birmingham, AL 35201, or call 800-888-3272.

Congress on CD-ROM. Featured in the new 1988-89 catalog from Congressional Information Service is the CD-ROM-based *CIS Congressional Masterfile, 1789–1969,* a system that permits fast, powerful searching of CIS's four major retrospective congressional indexes. Write CIS Catalog, 4520 East-West Highway, Ste. 800, Bethesda, MD 20814; telephone: 800-638-8380.

Commodore's deal. Any school employee who buys a complete Commodore Amiga system before Dec. 15 will receive a free software bundle with 10 programs said to be worth more than $1,000. The package includes popular paint and graphics, music, desktop publishing, and grading software, suited to Amiga's graphics, sound, and animation capabilities. For information, contact Sherry Walker or Leahanne Stone (Higgins Public Relations) at 617-266-7500.



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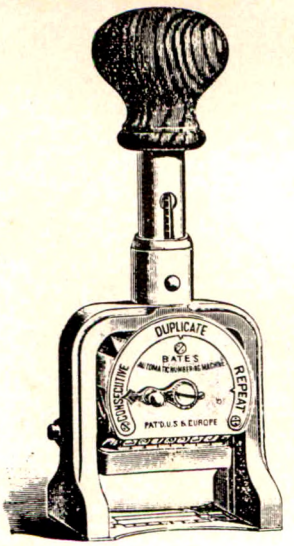
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Who's automating whom & other new deals

Prolific pressperson. CLSI public relations contact Trudy Kontoff must write more words per year than James Michener. Her press releases seem to arrive daily. These notes come from Trudy's latest batch: A LIBS 100 System for Oklahoma City Community College that will include a cataloging workstation, OPAC, and conversion services, including production of barcode labels; agreement with Bartholomew County (Ind.) Library System for CL-CAT, a second generation OPAC, upgrading the original system, installed in 1982; LIBS 100 for the 16-library Volusia County (Fla.) Public Library System worth more than $1 million; for Wake County (N.C.) Public Library System, a Sequent-based system that will support 130 terminals and several workstations; for Princeton (N.J.) PL, a LIBS 100 and custom item conversion including barcode labels; a LIBS 100 with 120 terminals for the multitype libraries in the UK's London Borough of Croydon; and for Rhode Island's CLAN (Cooperating Libraries Automated Network), a 22-member consortium, CLSI's CD-ROM catalog with 111 workstations. CLSI currently has 315 installations serving more than 1,500 libraries online.

Lake County (Ind.) PL and Dynix, Inc., of Provo, Utah, have concluded an agreement for an automated system with circulation, OPAC, OCLC interface, serials control, material booking, and E-mail modules, employing 86 terminals initially. Dynix has also contracted to provide Multnomah County (Wash.) Library with a $2.5 million integrated system, expected to take two years to bring up.

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Beverly Goldberg, ed.
Debbie McDade, asst. ed.

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FUNDRAISING FOR LIBRARIES. Executive director of the Louisville (Ky.) Free Public Library Foundation, Inc., which just raised a $6.2 million endowment, will consult on a daily or project basis with libraries that wish to pursue fundraising in the private sector. Address your inquiries to: **Sylvia Watson,** Louisville Free Public Library Foundation, Inc., Fourth & York Sts., Louisville, KY 40203; 502-561-8654.

WASHINGTON, D.C., LIBRARY RESEARCH. Richard E. Wolf & Associates, POB 968, Arlington, VA 22216; 703-276-0270.

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RMG views library automation as a technically-oriented social process. ***We believe the keys to successful library automation are education, planning, and the ability of people to work together.*** We believe that a successful library automation project must develop the understanding, acceptance, approval, and support of the various individuals who make or who are affected by decisions to automate.

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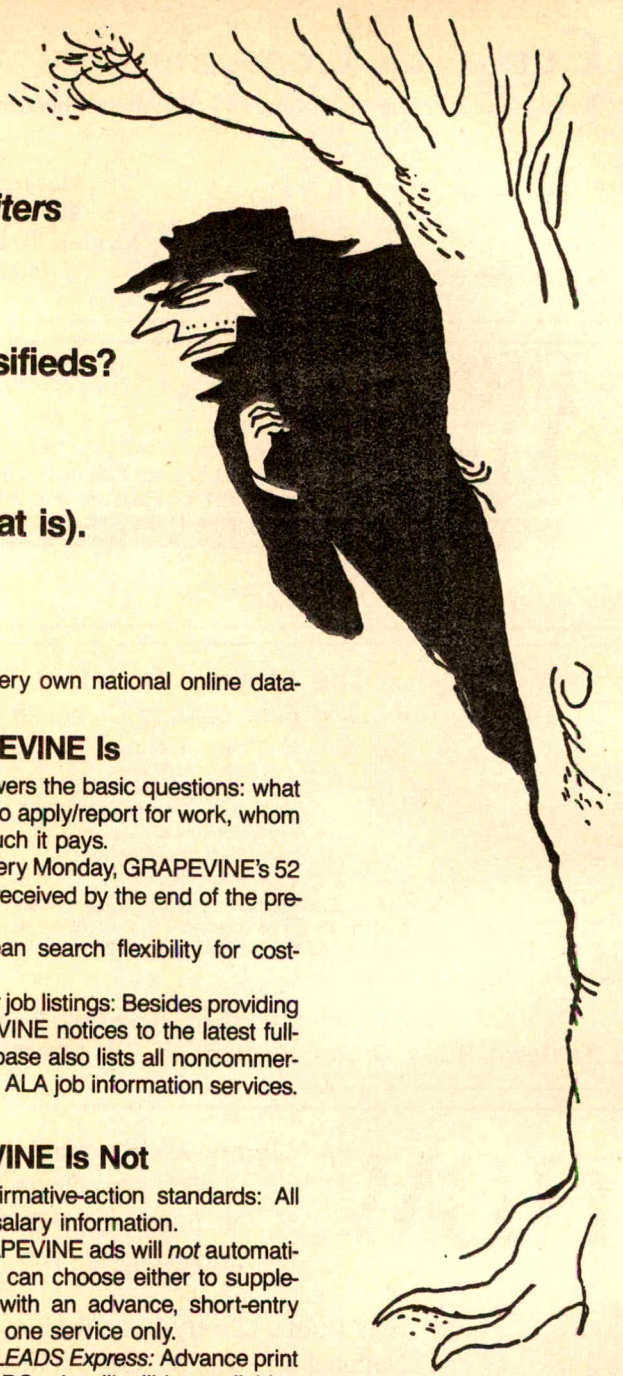
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PSSST! Job Seekers and Recruiters

Did you hear what's new,
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and the latest word in job classifieds?

Why, the GRAPEVINE (*AL*'s, that is).

That's right, Libraryland: Your very own national online database of job openings has arrived.

What GRAPEVINE Is

›*A short-entry job alert* that answers the basic questions: what the job is called, where it is, when to apply/report for work, whom to contact, and (of course) how much it pays.

›*A recruiter's dream:* Updated every Monday, GRAPEVINE's 52 issues/year will contain all listings received by the end of the preceding workweek.

›*A database* with limited Boolean search flexibility for cost-effective reading.

›*An online referral source* to other job listings: Besides providing see-also references within GRAPEVINE notices to the latest full-text equivalent in LEADS, the database also lists all noncommercial library job lines as well as other ALA job information services.

What GRAPEVINE Is Not

›*Not an evasion* of LEADS affirmative-action standards: All GRAPEVINE listings will disclose salary information.

›*Not a duplicate LEADS:* All GRAPEVINE ads will *not* automatically appear in LEADS. Employers can choose either to supplement their full-text LEADS listing with an advance, short-entry GRAPEVINE notice or to recruit in one service only.

›*Not a substitute* for *AL*'s *Career LEADS Express:* Advance print copies of next month's full-text LEADS ads will still be available.

›*Not expensive.* LEADS advertisers pay only $10 or more for a supplementary GRAPEVINE notice. GRAPEVINE-only recruiters pay $25. Ads appear through week of employers' application deadlines; open-deadline ads appear for 14 days.

VINE's the Word

Job seekers can get to the GRAPEVINE via ALANET by typing ›VINE at system level or from within the Units menu (ALANET4). If you're not already an ALANET subscriber, you can become one by contacting Rob Carlson, Deputy ALANET System Manager, at ALA.

Recruiters can get on the GRAPEVINE by contacting Beverly Goldberg, Career Services Editor, at *American Libraries* (312-944-6780 x326).

The word's out on the GRAPEVINE. Pass it on.

LATE JOB NOTICES CONTINUED FROM PAGE 773.

LN., the Horticultural Society of New York. Manage & operate a 15,000-volume horticultural lib., w/majority of the collection on practical horticulture, gardening, & allied subjects. Resp. incl. cataloging, acqs., & development & provision of info. services. Reqs. good communication skills & abil. to work with & coordinate volunteer assts. MLS preferred w/some background in horticulture or agricultural science. Salary $20,000-$25,000. Closing date Oct. 30. Contact: Exec. Dir., Horticultural Society of New York, 128 W. 58th St., New York, NY 10019; 212-757-0915.

REF. LN., LN. I (ENTRY-LEVEL) OR LN. II, Univ. of Pa., Philadelphia. Resp. to head of ref., Van Pelt Lib., for general ref. functions incl. info. & bibl. service. Participates in lib. orientation & instruction programs. Conducts online searches. Documents ref. work is a substantial part of dept.'s activity. Req'd.: MLS from ALA-accred. program, strong subject background in social sciences or humanities. Advanced degree pref. 2nd lang. helpful. Entry-level appt. (Ln. I) reqs. no previous exp., but understanding of ed'l./research process essential. Ln. II appt.: min. 2 yrs.' prof. exp. Hiring range: Ln. I, $19,525-$24,725; Ln. II, $21,475-$27,200. Send letter of appl. & resume by Oct. 30 to: John Keane, Bus. Administrator, Univ. of Pa. Libs., 3420 Walnut St., Philadelphia, PA 19104-6206. EEO, AA employer.

CHILDREN'S LN. Pub. lib. in west central Ill. community serving 20,000 is seeking an energetic, resourceful person to upgrade & expand children's services. Responsibilities incl. mat'ls. selection, collection development, programming, ref., & PR. ALA-accred. MLS w/exp. preferred. Salary range: $19,000-$26,648 plus benefits. Send letter of application, resume, & ref. to: Frances L. Woodrum, Head Ln., Jacksonville Pub. Lib., 201 W. College, Jacksonville, IL 62650.

LN. Duties incl.: original cataloging, budget preparation, personnel supervision, children's & adult programming, mat'ls. selection, & policy determination. Qual.: ALA-accred. master's & 2 yrs.' exp. or Grade One Cert. by the State of N. Mex. & comparable exp. Full-time position. Salary negotiable from $16,640-$21,000. Group health insurance, retirement program, & other benefits available. For info., contact: Shirley Willis, City Manager, City of Aztec, 201 W. Chaco, Aztec, NM 87410.

HEAD LN. Salary range $31,402-$43,715. 12-mo., tenure-track contract. MLS or equivalent from ALA-accred. school req'd. Possession of or eligibility for Calif. community college ln. credential. Must provide leadership to revitalize lib., possess budgetary & supervisory skills. Closing date Nov. 4, 4:30 pm. Submit letter of interest, comprehensive resume, current placement file or 3 current letters of recommendation, transcripts of all collegiate courses (need not be official). Contact: Office of Human Resources, Bakersfield Col., 1801 Panorama Dr., Bakersfield, CA 93305; 805-395-4435. AA, EOE.

CATALOGER. Catalogs current monographs & serials, incl. gov't. docs. & microforms. Shared supvsn. of half-time paraprof. & work/study students. Knowl. of AACR2, LC class. schedules & subject headings, the MARC formats, & automated cataloging systems such as OCLC. Creation of name authority records for LC in the NACO proj., & enhancement of monographic records in OCLC. Interest either in seasoned prof. or dynamic, eager, recent MLS graduate interested in training in an OCLC enhanced & NACO lib. Req'd.: ALA-accred. MLS degree. Desirable: reading knowledge of a Western foreign lang. Sal.: $19,000 min., 22 days' vac., TIAA/CREF, tuition remission for law or grad. school available. Flexible work hrs., comprehensive medical ben., & lavish opportunity for cont'g. ed. Open until filled. Submit res. & names/adds./ph. nos. of 3 ref. to: William W. Toombs, Sr. Cataloger, St. Louis U. Law L., 3700 Lindell Blvd., St. Louis MO 63108. Women & minorities encouraged to apply.

LATE JOB NOTICES CONTINUED ON PAGE 779.

Order next month's LEADS now.

ATTENTION: JOB HUNTERS

Get a 3-week edge on the rest of the crowd. Catch the LEADS *Express.*

When the race goes to the swiftest, why not get a headstart toward the finish? You can do it with the LEADS *Express,* the advance job listings from *American Libraries'* LEADS.

The *Express* is a quick paste-up of uncorrected classified galleys scheduled for the coming month's issue. Mailed first-class to arrive up to four weeks early, it contains all the "official" LEADS positions-open listings and even some Late Job Notices.

An early look at some 100 job listings a month can give you more time to consider each and still make the application deadline.

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Beverly Goldberg, *AL Express*
50 E. Huron St., Chicago, IL 60611

(Special arrangements are available for library schools and individuals located outside the continental United States. Write for details.)

If you're serious about job hunting, get your LEADS *Express.*

Remember: Requests cannot be filled unless they are accompanied by a check and stamped return envelope. Orders for more than one issue must be fully prepaid and accompanied by the appropriate number of envelopes. *American Libraries* assumes no responsibility for items lost or delayed in the mail, or for errors in the uncorrected galley proofs.

LATE JOB NOTICES CONTINUED FROM PAGE 777.

HEAD OF INFO. SERVICES for urban pub. lib. system located in a growing Sunbelt area. Manage main lib. ref. service incl. local history, genealogy, gov't. documents, & newspaper & periodical collections. Plan collection development & services utilizing $65,000+ budget. Supervise a staff of 5. Provide staff development & guidance to 6 branch libs. Accred. MLS, 3-5 yrs.' increasingly responsible pub. lib. exp. req'd. Salary: $25,000-$33,600 + attractive fringe ben. Submit res. by Oct. 24 to: David W. Macksam, Asst. Dir., Ctrl. Ark. Lib. System, 700 Louisiana St., Little Rock AR 72201.

2 POSITIONS: 1) CHILDREN'S SUPERVISOR; & 2) HEAD OF REF., at Nampa Pub. Lib. Creative, energetic, outgoing prof. responsible for programming, collection development, ref., promoting lib. services in community. Preferred: ALA-MLS & pub. lib. exp. May be hired as asst. director w/appropriate ed. & exp. Salary: $17,040-$23,340; excellent benefits. Closing date Oct. 22. Send letter of appl., resume, & names & ph. nos. of 3 ref. to: Personnel Dept., City of Nampa, 411 3rd St. S., Nampa, ID 83651.

LIB. DIR., City of Dover, Del. State capital community seeks articulate, progressive administrator for a growing lib. Serves a pop. of 28,000 w/60,000-vol. collec. housed in a beautiful, recently remodeled & expanded facility. Budget $400,000. Staff 12 FTEs. Req'd.: MLS + 5 yrs.' exp. incl. 3 yrs.' admin. Strong financial skills & public service orien. also needed. Must be able to work cooperatively & effectively w/city officials, lib. bd., community grps., & employees. $26,229-$31,845. Send res. to: J. Rigby, City of Dover, POB 475, Dover, DE 19903. EOE.

CIRCULATION/PR LN. for a 5-county, 7-lib. regional pub. lib. system. ALA-MLS req'd., Ga. G-5+ certification req'd., related exp. preferred. Salary: $1,990+/mo. Deadline Nov. 1. Send resume & 3 letters of recommendation to: Susan N. Roberts, Director, Okefenokee Regional Lib. System, POB 1669, Waycross, GA 30502-1669. EEO.

CHILDREN'S LN. Corpus Christi PL seeks a dynamic person who is creative, imaginative, & self-directed to provide children's svcs. in branch setting. CCPL is conducting a coop. feasibility study w/public & parish school libs. during the coming year, & this branch affords many opportunities for innovative & model programming. Position reqs. ALA-MLS, evidence of coursework in children's lit. &/or svcs. plus a demon. interest in working w/children. Spanish-speaking abil. pref. Corpus Christi is a coastal city of approx. 300,000 on the Gulf of Mexico. $20,400-$28,752 is range, dep. upon qual. Send res./trans./ltr. of interest by Oct. 14 to: Herbert G. Canales, Lib. Dir., POB 4992, Corpus Christi TX 78469. The City of Corpus Christi is an EEOC employer.

LN., MAP (CATLGR.), U. of Ariz. Report to hd. map ln.; resp. for cataloging cartographic mat'l. for map collec. Participates in ref. desk service; resp. for day-to-day operation of dept. in absence of dept. hd. Reqs. incl. a master's degree in lib. sci. from an ALA-accred. school; cataloging exp. & knowl. of AACR2, LCSH, & LC class. system; demon. understanding of cartographic mat'ls.; & abil. to communicate effectively. Map cataloging exp. & knowl. of MARC formats & OCLC pref. Sal. $20,000 or higher, dep. upon qual. & exp. Lns. at U. of AZ have acad. prof. status, are eligible for continuing status, are voting mem. of fac., & may take up to 24 days' prof. leave per yr. They have 22 days' paid vacation, 12 days' sick leave, & 10 holidays. Position available April 10, 1989. Send ltr. of appl., res., & names of 3 ref. by Nov. 30 to: W. David Laird, Univ. Ln., U. of Ariz. L., Tucson AZ 85721. EEO, AAE. Women & minorities are urged to apply.

LN. (search reopened). Admin. & supervise oper. of col. lib. MLS & 5 yrs.' acad. lib. exp. req'd. Familiarity w/lib. technology & instruc'l. media pref. $20,000-$34,500. Liberal fringe ben. 12-mo. appt. Appl. deadline: Oct. 15. Apply to: Ted Spring, Dean, Herkimer Co. Community Col., Reservoir Rd., Herkimer NY 13350. AA, EOE.

LATE JOB NOTICES CONTINUED ON PAGE 780.

LATE JOB NOTICES CONTINUED FROM PAGE 779.

CATALOGER. The Missouri Botanical Garden Lib. seeks a book cataloger. Position requires thorough knowledge of & exp. in AACR2, LC classification, & MARC tagging for OCLC input. MLS degree req'd. Exp. w/cataloging rare books & a reading knowledge of a foreign language preferred. Salary between $15,700 & $17,600. Appls. accepted throughout the recruiting process & up to time position is filled. To apply, send resume to: Personnel Services, Missouri Botanical Garden, POB 299, St. Louis, MO 63166. An equal-opportunity employer.

CHILDREN'S LN. Provide reading guidance, ref., & programming to children in an urban branch lib. Duties incl. book selection, community outreach, & participation in systemwide planning for children's services; may assist w/branch supervision. Reqs. ALA-MLS. Salary range $20,000-$24,997; applications accepted until position filled. Apply to: Dan Austin, Personnel Officer, Providence Pub. Lib., 150 Empire St., Providence, RI 02903. AA, EEO.

4 LIB./INFO. SCIENCE FACULTY POSITIONS. Rutgers School of Communication, Info., & Lib. Studies seeks one full professor & anticipates openings for 3 tenure-track asst. professors to conduct research & teach in interdisciplinary doctoral, master's, & undergrad. programs. Junior positions require earned PhD, knowledge of prof. practice, evidence of research & publication, teaching exp.; salary from $29,000-$36,000. Senior position requires substantial achievement in funded research & publication; salary $55,000-$60,000. Will interview at ASIS. Letter, c.v., 3 ref. to: Jana Varlejs, Ch., LIS Faculty Search, Rutgers SCILS, 4 Huntington St., New Brunswick, NJ 08903. AA, EOE.

CAREER OPPORTUNITIES

Guidelines

A salary range is required for all job recruitment ads per the guidelines of the American Library Association. "Faculty rank" and "status" are variable and should be explored carefully by applicants. ALA opposes residency requirements. Direct or implied biases will be edited out of ads. Job titles should reflect responsibilities as defined in ALA personnel guidelines.

Frequency/Deadlines

LEADS classifieds: **All line/display classifieds received by the 5th** (or, when *AL's* offices are closed on the 5th, the next business day) will appear in the next month's issue. Issue dates are the first of every month except July. (Vacancies filled after submission can be stamped "filled" until the 18th; advertiser is billed for original ad.) **Late job notices** are accepted by phone only, as space permits, **beginning on the 10th.**

***GRAPEVINE* weekly online job alert:** All job ads received at *AL* by the end of each workweek that are designated for GRAPEVINE will appear in the following Monday's issue. Published only via ALANET (to read, type VINE at system level or from within the Units menu, ALANET 4). Life of ad determined by employer's application deadline; if no deadline is given, ad runs for 2 consecutive issues.

Address

Contact: Beverly Goldberg, LEADS, *American Libraries,* 50 E. Huron St., Chicago, IL 60611; 312-944-6780 x326 (toll-free 800-545-2433; in Ill. only 800-545-2444; in Canada 800-545-2455). Fax: 312-440-0901.

Electronic Mail: Via ALANET: write c/o AL.LEADS or use the LEADSAD online order form. Via TELEX: 490-999-2040 ALA UI (TWX prefix 710).

LEADS Rates

NOTE: *ALA organizational membership required for discounts on job recruitment advertising.*

Joblines: Free listing of numbers and addresses for nonprofit job clearinghouses. Please provide numbers and addresses for employers to contact joblines. No commercial agencies. **(NOTE: *AL* does not supply job lists or forward jobs to clearinghouses.)**

Positions Wanted: ALA personal members receive first 50 words free, 50 cents each word over (limit 3 free ads/year). Nonmembers: 50 cents/word.

Positions Open, Professional Exchange, or **Requests for Proposals** (Please state department and format desired):

Line-by-line: $6/line; 25% off for ALA organizational members ($4.50/line).

Display: Boxes, larger type, prominent format. $60/column inch; 25% off for ALA organizational members.

Late Job Notices: $12/line (no display ads accepted); 17% off for ALA organizational members (no phone surcharge). See complete instructions in section.

Automation Exchange: Computer materials available or wanted. Headings include Instructional Materials; Used Hardware; Public Domain Software; and Hard/Software Wanted. (Please state section desired.) $6/line (no display ads accepted); multiple-insertion discounts on total cost: 2–5 months per year, 5% off; 6 months or more, 10%. No ALA membership discounts applicable.

Consumer Classies: Headings include Available At No Charge; For Sale; Wanted; Barter; Personal; Out-of-Print Books; Periodicals and Serials; and Services and Sources. (Please state section desired.) Format and rates same as for Automation Exchange above.

Datebook: Line-by-line or display format. See rate box in section.

Box numbers: *AL* will provide blind box numbers on advertiser's request for $10 surcharge (free to ALA personal members placing Positions Wanted ads).

To reply to box nos., write: Box (no.), c/o Beverly Goldberg at *American Libraries.* Mark mailing envelope "Confidential."

PLEASE NOTE:

1) All *AL* classified ads accepted by phone incur a surcharge ($5 total for line ads and $10 total for display ads), except for Late Jobs.

2) Advertisers using purchase orders should supply purchase order numbers to *AL* within 2 weeks of placement of advertising. Later receipt will result in incomplete billing.

GRAPEVINE Rates

Brief job listings only. Published only on ALANET; contents independent of *AL's* LEADS classifieds. Format includes: position title; salary range; application deadline; and contact name/address/phone. (Job rank and start date optional.) If the same position is advertised in *AL's* LEADS classifieds, a cross reference to the corresponding LEADS ad is given. $25/listing; $10/listing if same job opening advertised in *AL's* LEADS classifieds. No ALA membership discounts applicable.

Interested in a temporary trade of jobs/housing with a colleague? Expand your professional horizons with an ad in *AL*'s Professional Exchange.

JOBLINES

Joblines will appear in full whenever space permits. They will appear in abbreviated form (as below) the rest of the year to make room for expanded Positions Open listings.

NOTE: *AL* ***does not*** supply job lists or forward jobs to clearinghouses. For complete Joblines, see September *AL*, p. 675.

ASIS, ASIS Hdqtrs., 1424 16 St. NW, Suite 404, Washington, DC 20036; **Ariz.,** 602-278-1327, see also Mountain Plains; **ACRL,** 312-944-6795; **Br. Columbia,** 604-430-6411; **Calif.,** 916-443-1222 or 818-797-4602; **CMLEA,** 415-697-8832; **(Calif.) San Andreas-S.F. Bay/SLA,** 408-378-8854, 415-391-7441, or via Dialmail and Ontyme electronic mail services; **S. Calif./SLA,** 818-795-2145; **Canadian Assn. of Special Libs. & Info. Svcs.**/Ottawa Chap., 613-237-3688; **Colo.,** 303-866-6741, see also Mountain Plains; **Conn.,** 203-645-8090; **(D.C.) Metro. Wash.,** 202-223-2272; **Del.,** 302-736-4748 x69 (in Del. only, 800-282-8696); **Drexel Univ.,** 215-895-1672; **Fla.,** 904-488-5232; **Ill.,** 312-828-0930; **Institutional Libs.,** S. Carlson, R.I. Dept. of State Lib. Svcs., 95 Davis St., Providence 02908; **Ia.,** C. Emerson, State Lib. of Iowa, Historical Bldg., Des Moines 50319; **Kans.,** see Mountain Plains; **Md.,** 301-685-5760; **Mich.,** 517-694-7440; **Midwest,** 317-926-8770; **Mo.,** 314-442-6590; **Mont.,** see Mountain Plains; **Mountain Plains,** 605-677-5757; **Nebr.,** 402-471-2045, see also Mountain Plains; **New Eng.,** 617-738-3148; **Nev.,** see Mountain Plains; **N.J.,** 609-695-2121; **N.Y.,** 212-227-8483; **N.Y. Chap./SLA,** 212-214-4226; **N.C.,** 919-733-6410; **N.D.,** see Mountain Plains; **Okla.,** 405-521-4202; **Ore.,** 503-585-2232; **PNLA,** 206-543-2890; **Pa.,** 717-234-4646; **PLA,** 312-664-5627; **R.I.,** C. Schoonover, c/o Kingston Free Lib., 1329 Kingstown Rd., Kingston 02881; **Rural Libs.,** M. Jaugstetter, Col. of Lib. Sci., Clarion Univ. of Pa., 16214; **S.C.,** Univ. of, 803-777-8443; **S.D.,** see Mountain Plains; **SLA,** 202-234-3632; **Tex.,** 512-463-5470; **Utah,** see Mountain Plains; **Vet. Admin. Lib. Network,** 202-233-2820; **Va.,** 703-370-7267; **W. Va.,** call Pa. Coop. Job Hotline; **Wyo.,** see Mountain Plains.

POSITIONS WANTED

FORMER UNIVERSITY REFERENCE LIBRARIAN, 1.5 yrs.' experience, West Virginia University, Intern, Library of Congress, earned, MSAS, MLS, AMD, BA, seeking reference or library automation position. For resume, send position description, application, and salary/benefits to: DaVinci Metcalf, 924 W. Pensacola St., Penwood Apts. B-18, Tallahassee, FL 32304; 904-224-9593.

LIBRARIAN SEEKS POSITION IN ARIZONA OR NEW MEXICO. ALA-MLS plus another master's, experienced but willing to accept entry-level position, familiar with Dewey, LCSH, AACR2, MARC, OCLC, some knowledge of LC classification, seeks position in Arizona or New Mexico. Reply to: Box-986-W, c/o LEADS editor, *American Libraries.*

INFORMATION SPECIALIST with 15 yrs.' experience in public and corporate information centers seeks challenging market research/information specialist position with company in Western U.S. Experience includes working for several top Fortune 500 companies in the fields of telecommunications, computers, and other scientific areas. Heavy database skills. Strong commitment to research. Reply to Rich Bernaldo, 2845 Spruce St., Union, NJ 07083; 201-687-5637.

ALA-MLS WITH 3 YRS.' EXPERIENCE IN AN EASTERN EUROPEAN scientific information center and the NYPL. Diverse academic background: PhD candidate in History (of Science), Master's of Theology, Master's of Humanities (History), BS (Electronics Engineering), BA (History). A versatile polyglot (fluent in all Slavic languages and German), freelance translator, technical writer, illustrator, and cartographer, is seeking a position as an academic, humanities, map, scientific, or engineering librarian. Reply to: Box B-982-W, c/o LEADS editor, *American Libraries.*

POSITIONS OPEN

ACADEMIC LIBRARY

Access services librarian. Brooklyn College seeks a librarian to manage 12 FTE supporting staff in the circulation, reserves, and current periodicals units and to provide some general reference services. The library is a NOTIS user. *REQUIREMENTS:* MLS from an ALA-accredited school, subject master's desirable; ability to communicate effectively with staff, faculty, and students; public services supervisory experience. Salary $25,108–$32,628 (Instructor/Assistant Professor) depending upon qualifications and experience. Excellent benefits. **Submit resume and names of 3 references no later than Oct. 31** to: Barbra Higginbotham, Chief Librarian, **Brooklyn College, Brooklyn, NY 11210.** An equal-opportunity, affirmative-action employer, M/F.

Acquisitions librarian, Corpus Christi State University Library. Under university librarian, person manages acquisitions department which is responsible for bibliographic verification and the ordering and receiving of monographs and serials. Evaluates and processes gifts. Responsible for vendor relations, correspondence, and claims. Prepares library materials budget; monitors and reports on budget; approves invoices for payment. Supervises 2 classified employees and student assistants. Works closely with colleagues and faculty on collection development. Functions as part of academic-professional team. *REQUIRED:* ALA-MLS; 3–5 yrs.' experience in acquisitions in academic or research library with at least one yr.'s full-time supervisory experience in academic acquisitions. Knowledge of book trade, serials, automated acquisitions as well as current developments in these areas. Excellent communication and interpersonal skills. *PREFERRED:* Academic library experience with OCLC and working knowledge of a modern European language. Salary from $23,000 for 12-mo. appointment, depending on qualifications. Benefits include contribution to Social Security and insurance programs; State of Texas vacation, holiday package; no state or local income taxes. **Applications received by Nov. 11 will receive first consideration.** Send letter of application, resume, and the names of 3 references to: R. L. O'Keeffe, **Corpus Christi State University Library, 6300 Ocean Dr., Corpus Christi, TX 78412.** CCSU is an EEO, AA employer.

Acquisitions/periodicals librarian. Union College invites applications for the position of acquisitions/periodicals librarian. *RESPONSIBILITIES:* Manages a library materials budget of about $600,000 and supervises the acquisition of all library materials in an automated environment. Manages the periodicals unit, including processing and cataloging of all

Another service from LEADS classifieds:

ATTENTION: Computer Users
Your fully compatible, user-friendly support network is here.
Welcome to AL's *Automation Exchange*

Want to sell that display monitor in the storeroom? Need a customized program in a hurry? Desperate for *usable* staff training materials? Whatever your high-tech dilemma, user-friendly help has arrived with *AL*'s Automation Exchange listings.

Appearing next to our popular Consumer Classies department, Automation Exchange is designed to serve the special needs of computer users at all levels of expertise. On the "menu" are:

- **Instructional Materials** available/wanted;
- **Used Hardware/Systems** available;
- **Public Domain Software** for library-specific applications;
- **Hard/Software Wanted** for the automated workplace.

The rates are user-friendly, too: *$6/line* with discounts for repeat advertising (for details, see the Career Opportunities box that follows Late Job Notices).

How to Log On

Place all notices with Beverly Goldberg, LEADS Editor, *American Libraries,* 50 E. Huron St., Chicago, IL 60611; 312-944-6780 x326 (Telex: 490-999-2040; ALANET: AL.LEADS or type REQUEST LEADSAD at system level).

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periodical subscriptions. Supervises a staff of 3 plus student assistants. Some weekend reference duty required. *REQUIREMENTS:* MLS from an ALA-accredited library school; demonstrated aptitude for analytical and detail work; good interpersonal and communication skills. *PREFERRED:* Budgeting experience, knowledge of book trade and vendors, experience with OCLC and other automated systems, working knowledge of periodicals, and/or relevant experience in an academic library. Full-time, tenure-track position with faculty rank. As a member of the faculty, this individual will be expected to meet the college's criteria for promotion and tenure regarding professional performance, scholarly activity, and college/community service. Salary ranges from $21,000 commensurate with qualifications and experience. **Send letter of application, including resume and names and addresses of 3 references, by Nov. 15** to: Ann Seemann, **Schaffer Library, Union College, Schenectady, NY 12308.**

Assistant director for bibliographic instruction and reference. *DUTIES:* To exercise administrative leadership responsibility and act as a subject specialist. *QUALIFICATIONS:* Graduate degree in addition to an MLS from ALA-accredited school. Minimum of 2 yrs.' administrative experience in an academic library. The University of Toledo is a state university of 21,000 students offering associate, bachelor's, professional, and doctorate degrees in 8 colleges. Faculty status; 12-mo. contract; very liberal fringe benefits; salary about $35,000 depending on qualifications. Position available immediately. Applications will be accepted until the position is filled. Send resume and the names of at least 3 references to: Leslie W. Sheridan, Search Committee Chair, **Carlson Library, University of Toledo, Toledo, OH 43606.** The University of Toldeo is an equal-opportunity, affirmative-action employer.

Assistant head, Science and Technology Libraries, Syracuse University Library. Newly created position reports to head, Science and Technology Libraries. Assists head in managing Science and Technology Library and Math, Physics, and Geology branches, including supervision of professional and support staff. The staff includes 7 librarians and 9 support staff. Will be actively involved in planning, including major improvements in facilities and services. Provides reference and online search services. Responsible for collection development and faculty liaison in assigned subject areas in the sciences. The successful candidate will be innovative in planning, implementing, and strengthening services in an environment of change. *REQUIRED:* MLS from an ALA-accredited institution; 3 yrs.' experience as a science librarian; training and experience in online searching; supervisory experience; and strong organizational, oral, and written communication skills. Preference will be given to candidates with graduate degree in the sciences; demonstrated planning skills; experience in facilities renovation or improvement, and experience in collection development. Salary: $26,000 minimum, depending upon experience and qualifications. **Applications received by Nov. 1 will be given first consideration.** Send letter of application, resume, and names of 3 references to: Search Committee for Assistant Head, Science and Technology Libraries, **Office of Human Resources, Syracuse University, Skytop Offices, Syracuse, NY 13244-5300.** Syracuse University is an equal-opportunity, affirmative-action employer. The university is particularly interested in the applications or nomination of women and minorities.

Associate Librarian I, reference (search reopened). The University of Maryland/College Park Libraries invite nominations and applications for an Associate Librarian I/reference position, Undergraduate Library. *RESPONSIBILITIES:* Providing general reference assistance; searching of machine-readable databases; planning and conducting group instruction in the use of library resources; preparation of bibliographic guides and instructional aids; selection of materials and other collection management functions in assigned fields; maintaining liaison with faculty. *QUALIFICATIONS required:* MLS from an ALA-accredited program. Ability to communicate effectively, demonstrated strong public service orientation. *PREFERRED:* Reference experience; exposure to online database searching; experience in teaching or library instruction. Salary: $20,355–$27,239. Salary commensurate with experience. Excellent fringe benefits. **For full consideration, submit resume and names/addresses of 3 references by Oct. 31** to: Virginia Sojdehei, Personnel Librarian, **McKeldin Library, University of Maryland, College Park, MD 20742.** Invited candidates may be asked to pay part/all of travel expenses. The University of Maryland is an affirmative-action, equal-opportunity employer.

Associate Librarian II, reference (search reopened). The University of Maryland/College Park Libraries invite nominations and applications for an Associate Librarian II/reference position, Undergraduate Library. *RESPONSIBILITIES:* Provides general reference assistance; offers instruction in the use of library resources; selects library materials for the General Reading Collection and carries out other collection management functions in assigned fields; searches machine-readable databases; maintains liaison with faculty; conducts special reference projects including a 2-yr. pilot developing, coordinating, and implementing workshops and instructional programs for novice users of automated reference services. *QUALIFICATIONS required:* MLS from an ALA-accredited program. One yr.'s professional library experience to include reference experience, experience with online database searching, and experience in teaching or library instruction. Demonstrated ability in effective oral and written communication and strong public service orientation. *PREFERRED:* Demonstrated experience with the use of automation or AV technology in development of instructional aids and experience in collection management activity. Salary: $23,558–$31,256. Salary commensurate with experience. Excellent fringe benefits. **For full consideration, submit resume and names/addresses of 3 references by Oct. 31** to: Virginia Sojdehei, Personnel Librarian, **McKeldin Library, University of Maryland, College Park, MD 20742.** Invited candidates may be asked to pay part/all of travel expenses. The University of Maryland is an affirmative-action, equal-opportunity employer.

Associate Librarian II, reference. The University of Maryland College Park Libraries invite nominations and applications for an Associate Librarian II/reference position, Undergraduate Library. *RESPONSIBILITIES:* Provides general reference assistance; searches machine-readable databases; coordinates reference automated services for the unit; plans and conducts group instruction in the use of library resources; prepares bibliographic guides and instructional aids; selects materials for library collections in assigned fields; serves as liaison with faculty. *QUALIFICATIONS required:* MLS from an ALA-accredited program. One yr.'s professional

Regional salary guide

Listed below are the latest minimum starting salary figures recommended by 15 state library associations and the North Carolina State Library for professional library posts in these states. LEADS advises job seekers and employers in these states to consider the recommended minimums when evaluating professional vacancies.

Connecticut	$22,200
Indiana	varies*
Iowa	$18,000
Kansas	$17,500*
Louisiana	$20,000
Maine	varies*
Massachusetts	$20,000
New Hampshire	$17,500
New Jersey	$20,350
New York	varies*
North Carolina	$20,832
Ohio	$20,024
Pennsylvania	$18,000
Rhode Island	$20,000
Vermont	$18,500
West Virginia	$20,000

* Rather than establish one statewide salary minimum, some state associations have adopted a formula based on variables such as comparable salaries for public school teachers in each community, or the grade level of a professional librarian post. Before applying for a library post in one of these states, LEADS recommends that job seekers contact the state association for minimum salary information.

Head
Acquisitions Dept.
Technical & Automated Services

Reporting to associate university librarian, will plan and administer central monograph acquisitions activities for Rutgers University Libraries. Early tasks include: development of improved fund accounting schemes, further integration of acquisition and copy cataloging, planning for improved searching efficiency; working closely with systemwide technical services units and AUL for collection development and management. Supervise staff of 12.

QUALIFICATIONS: Master's from an ALA-accredited library school; 3 yrs.' experience in large library and direct experience with a bibliographic utility required. Supervisory or management experience preferred. Collegial orientation essential.

SALARY: Negotiable, dependent upon experience and qualifications, with a minimum of $30,705 for 12-mo. appointment; excellent benefits.

Rutgers Libraries are comprised of 18 libraries on 3 major campuses throughout the state, and the university is a member of the Research Libraries Group. The libraries are investigating new ways of providing electronic information services to the Rutgers community in an environment of change and growth.

Submit resume and 3 sources for current references no later than Nov. 15 to: **Sandra Troy (APP 141), Library Personnel Officer, Rutgers University Libraries, 169 College Ave., New Brunswick, NJ 08903.**

THE STATE UNIVERSITY OF NEW JERSEY
RUTGERS

Equal-opportunity, affirmative-action employer

library experience; reference desk experience; ability to communicate effectively; demonstrated strong public service orientation; and experience searching an online database. *PREFERRED:* Experience in teaching or library instruction. Salary: $23,558–$31,526. Salary commensurate with experience. Excellent fringe benefits. **For full consideration, submit resume and names/addresses of 3 references by Oct. 31** to: Virginia Sojdehei, Personnel Librarian, **McKeldin Library, University of Maryland, College Park, MD 20742.** Invited candidates may be asked to pay part/all of travel expenses. The University of Maryland is an affirmative-action, equal-opportunity employer.

Associate university librarian for technical & administrative services, Illinois State University, Milner Library. *DUTIES:* Overall administration responsibilities for technical services including acquisitions, cataloging, circulation, and microcomputer access. Provides leadership in planning, coordinating, organizing, staffing, and evaluating technical services activities. Other systemwide administrative responsibilities include budget and fiscal management, grant writing, and personnel. Reports to the university librarian and is responsible for 4 service units staffed by 11 library faculty and over 50 support staff. *UNIVERSITY AND LIBRARY:* Illinois State University is a multipurpose university with more than 20,000 students, located in the medium-sized urban area in Normal/Bloomington. Academic programs and courses are offered in 33 academic departments organized into 5 colleges with master's-degree programs in most fields and doctoral-degree programs in art, biological sciences, curriculum and instruction, economics, education, English, history, and mathematics. Milner Library is the central library facility for the university community with a staff of 110 including 34 professionals, over 1 million volumes, and a materials budget of $1.4 million. The library is a member of the CRL and the Library Computer System (LCS), a resource-sharing network of 27 academic institutions in the State of Illinois. *QUALIFICATIONS:* Accredited MLS degree with 2nd advanced degree or certificate of advanced study in library science or another subject discipline. *REQUIRED:* Minimum of 7 yrs.' professional experience in academic libraries, primarily in technical services including at least 5 yrs.' successful administrative experience in a technical services area; proven ability to lead effectively in a collegial setting. Publication and professional activity appropriate for the rank of Associate Professor. Thorough knowledge of computer and newer technologies applications in technical services. Salary and rank: $35,000 minimum, administrative/professional position with faculty rank (Associate Professor) and eligibility for tenure. Benefits include State Retirement Program, health insurance, and other fringe benefits. *POSITION AVAILABLE:* Nov. 15. ***DEADLINE:*** **Oct. 21,** or until position is filled. *APPLICATIONS:* Send application, resume, and the names of 3 references to: Chair, Search Committee, **Milner Library, Room 311B, Illinois State University, Normal, IL 61761.** Illinois State University is an equal-opportunity, affirmative-action employer.

Catalog librarian. Union College invites applications for the position of catalog librarian. *RESPONSIBILITIES:* Participates in all cataloging activities. Creates original bibliographic records. Catalogs Russian and other Slavic language materials. Also catalogs rare books, microforms, and other media. Supervises DRA/Marion database maintenance. Supervises and trains support staff. Serves on college and library committees. Some weekend reference duty required. *REQUIREMENTS:* MLS from an ALA-accredited library school and relevant experience in an academic library; thorough knowledge of cataloging principles and procedures including AACR2, LC classification and subject headings, OCLC MARC formats; reading knowledge of Russian or attendance in Russian language courses at Union College during first year of employment; demonstrated aptitude for analytical and detail work; good interpersonal and communication skills. Full-time, tenure-track position with faculty rank. As a member of the faculty, this individual will be expected to meet the college's criteria for promotion and tenure regarding professional performance, scholarly activity, and college/community service. Salary ranges from $21,000, commensurate with qualifications and experience. **Send letter of application, including resume and names and addresses of 3 references, by Nov. 15** to: Ann Seemann, **Schaffer Library, Union College, Schenectady, NY 12308.**

Northern Nevada Community College

Reference Librarian • Learning Resources Center

MINIMUM QUALIFICATIONS: 1) Coordinate the library instruction program of formal classes in library skills, tours, and individual instruction; 2) reference collection development; 3) off-campus reference coordination, some travel required; 4) general reference desk duties one evening a week; 5) coordinate telecourse classes; and 6) assume other job responsibilities as outlined by the director of the learning resources center.

SALARY: Up to $30,000 maximum. 10-mo. contract; faculty status; TIAA/CREF benefits.

ORGANIZATION: NNCC is governed by the University of Nevada System. NNCC is a small rural college serving 5 central and northeastern Nevada counties. The college enrolls about 2,000 students (475 FTE) each semester at Elko and 8 off-campus study centers.

DATE POSITION AVAILABLE: Jan. 1, 1989. ***APPLICATION DEADLINE:*** **Nov. 15.**

APPLICATION PROCEDURE: Letter of application, together with school transcripts and 3 letters of recommendation, should be forwarded to:

Linda Carter
Northern Nevada Community College
901 Elm St.
Elko, NV 89801

The University of Nevada System is an equal-opportunity, affirmative-action employer.

Cataloging librarian, a full-time, 12-mo., tenure-track position, available Nov. 18. Performs original and copy cataloging and Library of Congress classification of monographic materials in the social sciences, history, or literature. *REQUIRES:* ALA-accredited MLS; strong reading knowledge of a modern Western European language other than Spanish or Portuguese; cataloging experience with AACR2 or recent library school training in cataloging; ability to work effectively with a large staff. Prefer degree or strong coursework in the social sciences, history, or language and literature; strong reading knowledge of a 2nd modern Western European language other than Spanish or Portuguese; reading knowledge of one other Western European classical or modern language; successful cataloging experience in a research library including the use of Library of Congress subject headings and Library of Congress classification; understanding of cataloging application of library automation. Annual salary: $19,500–$23,500, dependent upon qualifications. Excellent benefits. **Applications must be postmarked by Oct. 31.** To apply, submit letter of application, resume, undergraduate and graduate transcripts, and names of 3 references to: Sandra Gilliland, **University of Kansas Libraries, Lawrence, KS 66045-2800.** An AA, EOE employer.

Chair, humanities and social sciences reference department, University of Florida. *RESPONSIBILITIES:* Develops and manages the reference program in support of the humanities and social sciences including bibliographic instruction, online/end-user and information services, and reference collection management; organizes and manages an outreach and publications program which enhances faculty and student awareness of and use of reference services; manages the humanities and social sciences reference collection; acts as selector for the general reference and general serials funds; works collaboratively with affiliated subject specialists in the department of collection management to coordinate reference services and consultation services. *REQUIREMENTS:* ALA-accredited MLS; bachelor's degree in either a social science or humanities field; at least 5 yrs.' experience in the provision of reference services at the professional level; demonstrated supervisory and library administration competence; excellent communications and interpersonal skills. *Preferred:* Research library experience; demonstrated ability to work collaboratively with staff to assess needs, and conceive, plan, implement, and evaluate programs. Salary: $35,000 minimum for 12 mos. Benefits: Tenure-track appointment with faculty status, 22 days' vacation, 13 days' sick leave, TIAA/CREF or other retirement options, no state or local income tax, warm winter weather. **Send letter of application with resume and names, addresses, and phone numbers of 3 professional references by Oct. 21** to: Lynn C. Badger, Library Personnel Officer, **212 Library West, University of Florida, Gainesville, FL 32611.**

Coordinator of cataloging services, Kutztown University of Pennsylvania. 12-mo. faculty appointment to a tenure-track position, available Jan. 1, 1989. Reports to technical services librarian. Supervises one professional cataloger and 2.5 support staff. Duties include: supervision of the department responsible for cataloging and end-processing 10,000 items per year; original cataloging of monographs, predominantly in English; completion of retrospective conversion project. Library classifies in Dewey, uses OCLC, and has a Carlyle online catalog. Occasional duties in reference department as assigned. Qualifications: ALA-accredited master's degree in librarianship, 3 yrs.' relevant cataloging experience, supervisory and leadership skills, familiarity with library automation, and ability to analyze and control workflow required. 2nd master's degree and proficiency in Russian, German, Spanish desirable. Salary range for this 12-mo. faculty position $25,882.74–$44,268.64, commensurate with experience and training. Excellent medical, dental, and vision plans, choice of state retirement or TIAA, and 4 weeks' vacation. The university is located midway between Allentown and Reading with easy access to New York and Philadelphia, and is close to the Poconos. **Send letter of application, resume, and 3 letters of reference by Nov. 1** to: Charles McFadden, Search Committee Chair, **Rohrbach Library, Kutztown University, Kutztown, PA 19530.** Kutztown University is an affirmative-action, equal-opportunity employer.

Dean of the Library
Montgomery, Ala.

Auburn University at Montgomery invites applications and nominations for the position of dean of the library. AUM is a regionally accredited institution, founded in 1968, and is the urban campus of the Auburn University system. AUM is located in the state capital, a metropolitan area of 250,000 people, and is a center of diversified economic and cultural life. The university has an enrollment of approximately 5,500 students in the undergraduate and master's programs. The AUM library has a book collection of approximately 187,000 volumes and a periodicals collection of 56,000 volumes. Additionally, it is a U.S. regional depository library with a collection of approximately 500,000 volumes.

The qualified applicants will meet the following criteria: Master's degree in library or information science from an ALA-accredited program and an earned doctorate; broad library experience with a successful record of administrative responsibility in an academic library; working knowledge of collection development, technical and public services, library systems, budgeting, and personnel management; record of active participation in professional library associations and of scholarly achievement as evidenced through publications sufficient for appointment as a Librarian III (Associate Professor) or Librarian IV (Professor); superior interpersonal skills and an ability to work effectively with diverse library constituencies in both the university and the community.

The position is tenure track, and rank and salary are commensurate with qualifications and experience. Salary: Minimum of $50,000.

Interested individuals should submit a letter of application that includes a statement of their philosophy of the mission of a university library, a curriculum vita, transcripts, and 3 current letters of support by Nov. 15 to: **Betty J. Tims, Chair, Dean of Library Search Committee, Library, Auburn University at Montgomery, Montgomery, AL 36193-0401.**

AUM is an AA, EEO employer.

Deputy head for administration, reference department, Division of Humanities and History, Columbia University Libraries. The Butler reference department, including 6 professional reference librarians, offers reference services and instructional programs to readers in the academic community. Primary responsibility of the department is to students and faculty in the humanities and history and an increasing number of readers with interdisciplinary needs. *RESPONSIBILITIES INCLUDE:* General and in-depth reference services, including bibliographic searching; staff administration and scheduling; training staff and writing training manuals; providing instruction, including working with the various programs in the Center for Reference and Advanced Research; conducting database searching using commercial databases as well as RLIN and CLIO, Columbia's online information system; preparing bibliographies and informational materials in print and online formats; and taking a major role in planning for the department and the libraries at large. *QUALIFICATIONS:* An MLS or equivalent; at least 3 yrs.' relevant professional experience; demonstrated abilities in managing staff, as well as excellent verbal, written, and interpersonal skills; a strong background in the humanities and/or historical studies; relevant experience in database searching and use of technology in the workplace. Advanced subject degree is desirable. Salary ranges: Librarian II, $27,000–$36,450; Librarian III, $30,000–$43,500. Excellent benefits include free tuition for self and family, and assistance with university housing. **Deadline for applications is Nov. 15.** Submit resume and the names of 3 references to: Kathleen M. Wiltshire, **Box 35 Butler Library, Columbia University, 535 W. 114th St., New York, NY 10027.** AA, EOE.

Director, learning resource center. Responsible for program planning/development; liaison w/college community, university system, surrounding communities; supervision of activities & staff. Some evening work. Position description furnished w/application packet. The candidate we seek must have a master's degree in library science and at least 3 yrs.' experience in a college library. That experience must include administrative service including budget responsibility, personnel supervision, and long-range planning and program development. Salary $43,344. 12-mo. academic appointment. **Closing date: Oct. 21.** Contact: **Personnel Dept., Truckee Meadows Community College, 7000 Dandini Blvd., Reno, NV 89512; 702-673-7168.** EOE, AA employer.

Ethnic studies librarian. Assistant or Associate Librarian, $25,380–$44,686, based on qualifications and experience. Available immediately. Responsible for collection development and management for collections supporting expanding programs in ethnic studies (Afro-American, Asian-American, Chicano, and Native American studies) and for providing leadership in library services to campus multicultural community through faculty liaison, library instruction, preparation of guides, and other activities. Shares in providing reference, instructional, and online searching services in the humanities and social sciences, including some night and weekend reference hours. Participates in librarywide planning and in campus activities. Reports to head of humanities/social sciences department. *QUALIFICATIONS:* MLS or equivalent; demonstrated experience in interaction with diverse multicultural academic community; a public services/collection development orientation; subject background in ethnic studies or social sciences or humanities discipline relevant to ethnic studies; excellent writing, speaking, and interpersonal skills; demonstrated energy, initiative, and leadership skills. This position is covered by a collective bargaining agreement. **Applications received by Nov. 4 will be assured consideration.** Applicants should send letter, resume, and the names and telephone numbers of 3 references (including current supervisor) to: Sandra A. Vella, Assistant Library Personnel Officer, **108 Shields Library, University of California/Davis, Davis, CA 95616; 916-752-2110.** The University of California/Davis is committed to a policy of affirmative action and specifically invites inquiries and applications from women and ethnic minorities.

Head, Mathematics Library. Administers library (47,000 volumes; 570 serials) serving students and faculty in departments of Mathematics, Statistics, and Geodetic Sciences. *RESPONSIBILITIES INCLUDE:* collection development; reference and online searching; bibliographic instruction; supervision of staff (1.75 FTE and student assistants). Reports to assistant director for department and Undergraduate Libraries. *REQUIRED:* MLS from ALA-accredited program; 5 or more yrs.' relevant professional experience, including supervision; ability to communicate effectively orally and in writing. *Highly desirable:* advanced degree in science, preferably mathematics; demonstrated knowledge of literature in the relevant fields; reference and online searching experience in an academic or research library. Salary: $26,040–$36,600. Librarians have faculty status and responsibilities, including research, publication, and service. **Applications received by Oct. 31 will receive first consideration.** Apply to: Sharon A. Sullivan, Personnel Librarian, **Ohio State University Libraries, 1858 Neil Ave., Columbus, OH 43215.** Include names, addresses, and telephone numbers of 3 references. Qualified women, minorities, and handicapped persons are encouraged to apply.

Head of cataloging, Western Oregon State College Library. Responsible for coordinating automated activities; share reference and collection development responsibilities. Requires ALA-MLS, LC classification and subject heading experience, experience with automation and technical services, and one yr.'s cataloging experience. 12-mo., tenure-track, faculty rank, $21,000–$23,000 minimum salary, plus benefits. **Send letter, resume, and names of 3 references (with addresses and telephone numbers) postmarked by 5 pm, Oct. 28,** to: Gary Jensen, Library Director, **Western Oregon State College, Monmouth, OR 97361; 503-838-1220 x240.** AA, EOE.

Head of reference. Responsible for reference services in a university library of 850,000 volumes. Reports to associate director for public services. *DUTIES INCLUDE:* Supervision of departmental personnel, online searching, collection development, and bibliographic instruction. Candidate should have demonstrated planning, supervisory, and communication skills, and a commitment to responsive and innovative reference service. Must be able to evaluate effectiveness of service and implement changes to include increased emphasis on automation. *REQUIRED QUALIFICATIONS:* ALA-accredited MLS, 5 yrs.' experience in a medium to large academic library, and evidence of professional development. *PREFERRED qualifications:* 2nd master's. Salary: $27,000 minimum; 10.5 mo. contract; faculty status; tenure-track. Applications will be accepted until position is filled. Send letter of application, resume, and 3 letters of reference to: Mickey M. Sparkman, Associate Director for Public Services, **Lamar University Library, POB 10021, Beaumont, TX 77710.** An EO, AA employer.

Head of technical services and systems, Mercer University, Stetson Memorial Library. Supervise technical services areas of acquisitions, cataloging, periodicals, bindery, and automation, using INNOVACQ and OCLC. Direct installation of INNOPAC, Innovative Interfaces, Inc.'s public-access catalog and circulation modules; plan changes in workflow and job assignments accompanying automation. Report to director and participate fully in planning, resource allocation, and overall policy development. This position will be instrumental in preparing for move in mid-1989 to new main library equipped to put Mercer University in the forefront of library technology for the 1990s. On the library's staff are 8 professional and 13 support personnel. Stetson is the central library at Mercer, a leading church-related institution established in 1833. Mercer provides undergraduate, graduate, and professional programs in the liberal arts, business, engineering, law, medicine, and pharmacy on campuses in Macon and Atlanta, and at off-campus centers around the state. Historic Macon (120,000) is located in a growing metropolitan area (280,000) only 80 miles south of Atlanta. ALA-accredited MLS required, knowledge of OCLC and automated library systems. Minimum 4 yrs.' academic library experience, 3 in technical services. Must demonstrate successful supervisory and leadership potential. TIAA/CREF, 22 days' vacation, and generous benefits. Salary $27,000 minimum, faculty rank dependent on experience and qualifications. Position available, review of candidates to begin immediately. Please send resume,

copy of graduate transcript, and names of 3 references to: Mary R. Howard, Dir., **Stetson Memorial Lib., Mercer Univ., Macon, GA 31207.** An equal-opportunity employer.

Head, periodicals/gifts and exchange department. Responsible to coordinator of collection development and management division for the management of the department in accordance with the library mission. Major responsibilities, in addition to those normally assumed for ordering, receiving, claiming, and binding periodicals and for the processing of gifts and exchanges, include: 1) budget management, 2) liaison with university faculty, 3) collection development, 4) public relations with donors, and 5) possibly some reference desk duty. The library receives approximately 3,000 periodical subscriptions and 9,000 gift books yearly. Department personnel supervised includes 2 full-time classified staff and student assistants. Position responsibilities may be modified as a result of the automation of library functions which should begin in late 1988, and the relocation of functions in a new library building, which should be occupied in 1989. *QUALIFICATIONS:* Master's degree from a program accredited by ALA is required. **Entry-level** persons will be considered. Applicable experience in an academic library is preferred. Ability to work harmoniously with university faculty and cooperatively with library staff, and effective interpersonal and communicative skills are essential. Interest in and basic knowledge of library automation is helpful. Flexibility and tolerance of ambiguity will be necessary, given the impending changes noted above. *APPOINTMENT:* Position is permanent, tenure leading, with faculty status and rank. Appointment rank will be Instructor. Librarians are expected to meet tenure and promotion requirements of the library faculty. Conditions are: 12-mo. contract, 24 days' annual leave, 11 university holidays, 12 sick days, health/life insurance package with major portion paid by state, retirement TIAA/CREF or state system paid entirely by state, and better-than-average funding and opportunity for professional development. Salary is $18,500. Responsibilities of position, pending library automation, faculty status and privilege, and an excellent collegial and physical work environment offer an exceptional opportunity for a beginning librarian. *UNIVERSITY:* Tennessee Technological University is a state-supported institution within the State University and Community College System of Tennessee. Tech has approximately 7,000 full-time students and 350 full-time faculty. ***APPLICATION PROCEDURE:*** **Initial screening of applicants will begin Nov. 1,** and the position will remain open until filled. Send letter of application, resume, transcripts (unofficial copies are acceptable for initial application), and 3 current letters of professional reference to: Roger Jones, Chair, Search Committee, **University Library, Box 5066, Tennessee Technological University, Cookeville, TN 38505.** Minorities are encouraged to apply and to identify themselves for affirmative-action purposes.

Head, science & engineering reference/research services, University of Minnesota/Twin Cities, Institute of Technology Libraries. The Institute of Technology (IT) Libraries, University of Minnesota, seeks a head of the science & engineering reference/research services division in its recently consolidated Science & Engineering Library. The position will provide leadership in the development of information services for the academic community, as well as business and industry. These services include reference service, computer-based information service, user education, and document delivery. A strong emphasis is placed on the application of technology to enhance library services. The head of reference reports to the director of the IT Libraries, serves as a member of the library's Management Council, and directs the work of 5 librarians, plus support staff. *RESPONSIBILITIES:* Plan and implement information service programs to improve and expand access to information for faculty, staff, students, and other clientele. Actively participate in delivery of reference service, database searching, orientation and teaching programs, and development of reference collections. Manage work of the division, evaluate its programs, direct activities of staff, develop policies and procedures, and participate in space and facilities planning. Serve as member of the IT Libraries' management team, which involves discussion of major program and administrative policy issues. Participate in long-range planning for the IT Libraries. Serve on University Libraries' systemwide committees as appropriate. *REQUIRED QUALIFICATIONS:* 1) ALA-accredited master's degree or related master's degree. 2) Minimum 5 yrs.' professional experience as a science or engineering librarian, with a minimum of 2 yrs.' administrative experience, preferably in an academic institution. 3) A strong commitment to experimentation and change with an interest in long-range planning for innovative reference services. 4) Highly developed skills in the areas of reference service and online searching. 5) Knowledge and understanding of trends and issues in information services for science & technology. Successful candidates must demonstrate ability to interact productively with library users and staff; ability to manage and supervise effectively while working cooperatively in a demanding and rapidly changing environment; excellent written and oral communication skills, and skills in long-range planning. The Institute of Technology Libraries are comprised of the Science & Engineering Library, with its collections in chemistry, engineering, geology, and physics, plus departmental libraries for mathematics and architecture. Taken together, the IT Libraries consist of 400,000 volumes, 4,500 current serials, and a staff of 46. The University Libraries system, including IT Libraries, utilizes NOTIS software for its integrated online system. Salary: Minimum $34,000. Appointment: Assistant or Associate Librarian, depending upon qualifications. **Initial review of applications will begin Nov. 14,** but the search will continue until the position is filled. Send application letter, resume, and names of 3 references to: Barbara J. Doyle, Personnel Officer, **University of Minnesota Libraries, 453 Wilson Library, 309 19th Ave. S., Minneapolis, MN 55455.** Please identify application with #UL177. The University of Minnesota is an equal-opportunity employer, and invites and encourages applications from women and minorities. NOTE: The Immigration Reform and Control Act of 1986 requires all new employees to submit verification of identity and authorization to work in the United States at time of hire.

MIT Libraries

Associate Head for Collection Management

Engineering and Science Libraries

(Search Reopened)

Participates in planning and organizing the Engineering and Science Libraries' collections and services, evaluating programs, allocating and monitoring use of departmental resources, and in personnel management for department staff. Directs and participates in building print and nonprint collections appropriate to education and research needs of MIT's engineering and science community, responsible for implementing the policy of maintaining the appropriate balance between local ownership and external access through commercial and consortial channels. Coordinates storage and preservation decision making and oversees local processing activities in coordination with central technical services. Serves as subject specialist for one or more engineering and science subjects and participates in the provision of information services. Represents Engineering and Science Libraries on the Collections Management Group, which coordinates and implements systemwide collection management activities.

QUALIFICATIONS: ALA-accredited MLS required, as well as demonstrated knowledge of research librarianship, gained through increasingly responsible experience in the management of research-level engineering or science collections. Some administrative and supervisory experience highly desirable. Science or engineering degree desirable. Final candidates must demonstrate well-developed interpersonal skills, strong communications skills, and an ability to work creatively in a rapidly changing environment.

HIRING SALARY RANGE: $32,000+, commensurate with qualifications and experience.

The MIT Libraries offer excellent benefits, including tuition assistance, children's scholarship program, and a relocation allowance. **Review of resumes will begin Nov. 1,** and continue until the position is filled. Send resume and names and addresses of 3 current, confidential references to:

Search Committee for
Associate Head for Collection Management (AL)
MIT Libraries
Rm. 14S-216
Cambridge, MA 02139

MIT is an equal-opportunity employer with an affirmative-action plan and welcomes applications from qualified women and minority candidates.

Head, Service Program Development Office. Reporting to the director of academic information services, this position has primary responsibility for planning and implementing new library services, programs, and activities. The incumbent will review and assess support services from outside sources; serve as a central resource about new technological trends and their impact on public services; plan and coordinate activities in specified library programs (e.g., CAI, staff workshops, major equipment installations); coordinate development and production of materials, programs, and exhibits about Columbia's library resources and services; serve as liaison among public service units and other units to evaluate success of ongoing programs; administer centralized publications and database services programs; allocate funds for projects within programs and supervise program expenditures. In addition to an accredited MLS, requirements are: successful relevant experience in planning and implementing library programs and projects; evidence of imagination and leadership skills; knowledge and understanding of the process of scholarly communication and of the complexities of a major research library; familiarity with trends in information technology; and superior oral and written communications skills. Salary ranges are: Librarian I, $26,500–$34,450; Librarian II, $28,500–$38,475. Excel-

Reference Librarian/ Coordinator of Technical Services

Kilmer Library

Available: Jan. 1, 1989

Under guidance of director, Kilmer Library, and in cooperation with public service librarian, provides general reference, bibliographic assistance and instruction, online searches, and computer reference services. In addition, will manage Kilmer technical services.

QUALIFICATIONS: MLS from ALA-accredited library school; minimum 3 yrs.' experience, preferably at undergraduate college; social science background; knowledge of library automated systems, i.e., RLIN, Geac, or OCLC; supervisory and budgetary experience desired.

SALARY: Negotiable, dependent upon experience and qualifications, with a minimum of $30,705 for 12-mo. appointment; excellent benefits.

Kilmer Library provides resources and informational assistance to undergraduate students. One of 4 major libraries in New Brunswick, N.J., it has a collection of over 133,000 monographs and 1,015 periodical titles.

Submit resume and 3 sources for current references no later than Oct. 31 to: **Sandra Troy (APP 142), Library Personnel Officer, Rutgers University Libraries, 169 College Ave., New Brunswick, NJ 08903.**

THE STATE UNIVERSITY OF NEW JERSEY
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lent benefits include tuition exemption for self and family and assistance with university housing. **Deadline for applications is Oct. 30.** Send resume, listing 3 references, to: Kathleen Wiltshire, Director of Personnel, **Box 35 Butler Library, Columbia University, 535 W. 114th St., New York, NY 10027.** An affirmative-action, equal-opportunity employer.

Information retrieval specialist. Faculty position, University of Florida. Position title: Assistant in engineering. The Southern Technology Applications Center has an opening for an experienced information professional to provide online searching and specialized reference support. The successful candidate will have an MLS and at least 2 yrs.' professional experience in a technical or business library/information center. Knowledge of scientific, technical, and business databases required. Minimum salary $20,000, maximum negotiable. **Application recruiting deadline Oct. 30;** anticipated starting date Nov. 30. Please submit resume and salary history to: Search Committee, **Southern Technology Applications Center, University of Florida, One Progress Blvd., Box 24, Alachua, FL 32615.**

Interlibrary loan coordinator. Under direction of reference head, coordinates ILL unit processing over 20,000 transactions annually using microcomputers, E-mail, and OCLC. Primary duties: supervising 2.5 FTE library assistants and student assistants, refining workflow, preparing policies and reports, and verifying some bibliographic citations. Assists with general reference service, bibliographic instruction, and collection development. *QUALIFICATIONS:* ALA-accredited MLS required. *PREFERRED:* Experience with OCLC interlibrary loan subsystem; familiarity with American and international interlibrary loan procedures; knowledge of national bibliographic sources, technical literature, computers, and foreign languages. Faculty status, retirement plans including S.C. and TIAA/CREF, various medical plans, dental plan, 18 days' annual leave. Salary range: $20,000–$25,000 depending on qualifications. Clemson University Library, one of the important research facilities in the Southeast, has a collection of 13,500 serial titles and 1.5 million titles and uses NOTIS. Clemson University, South Carolina's land-grant institution, is located in the foothills of the Blue Ridge Mountains, 30 miles from Greenville, S.C., and within 2 hrs.' driving time from Atlanta, Ga. **Candidates applying by Oct. 31 will receive first consideration.** Send letter of application with resume and names, addresses, and telephone numbers of 3 references to: Marian Withington, Chair, Interlibrary Loan Coordinator Search Committee, **R. M. Cooper Library, Clemson University, Clemson, SC 29634-3001.** EEO, AA employer.

Lindgren librarian. The MIT Libraries are seeking nominations and applications for the position of Lindgren librarian. The Lindgren Library is the branch library supporting research and educational programs in earth, atmospheric, and planetary sciences. This attractive library, a branch of the Engineering and Science Libraries, contains 50,000 printed volumes, 40,000 microforms, 1,000 journal subscriptions, and 14,000 maps. The Lindgren librarian maintains close relationships with the faculty, research staff, and students, and plans and carries out creative information services and user education programs. The librarian also builds and manages research-level collections in geology, geophysics, astronomy, meteorology, and oceanography, and serves as the subject specialist for these subjects for the entire MIT community. Requirements for this position include a master's degree from an ALA-accredited library school and considerable professional experience in a research library which has included responsibility for both traditional and online reference and collections development. Some experience in a science library or a degree in the physical sciences is required. Final candidates will be expected to demonstrate well-developed interpersonal skills, strong communication skills, and supervisory potential. Hiring salary: $28,000+. The MIT Libraries offer excellent benefits, including tuition assistance, a children's scholarship program, and a relocation allowance. MIT is a smokefree campus. **Review of resumes will begin Oct. 1** and will continue until the position is filled. Send resume and names and addresses of 3 current confidential references to: Search Committee for Lindgren Librarian (AL), **MIT Libraries, Room 14S-216, Cambridge, MA 02139.** MIT is an equal-opportunity employer with an affirmative-action plan and welcomes applications from qualified women and minority candidates.

Manuscripts librarian/special collections, Mississippi State University Libraries. *QUALIFICATIONS:* ALA-accredited MLS required, with an advanced degree in history or other appropriate subject preferred. At least 2 yrs.' experience in an academic library with demonstrated successful processing and cataloging of manuscript collections required. Familiarity with archival and records management desirable. Individual in this position must have a thorough knowledge of standard manuscript and archival processing and preservation techniques; strong analytical and writing skills with aptitude for bibliographic detail; excellent communications and interpersonal skills; ability to work independently and well with other staff members and the general public; commitment to public service necessary. A broad general understanding of history and politics and an expertise for recognizing significant historical items is needed. Supervisory skills required. *DUTIES:* Organization and arrangement of manuscript collections; preparation of descriptive inventories, collection cataloging, subject and other indexing. Compiling of guides to the collections and submitting detailed descriptions to various national publications. Reference service to researchers and patrons of special collections and University Archives. Rotating weekend assignments, with special assignments as necessary for overall operation of department. Supervision of support staff and library student assistants in processing work. *BENEFITS INCLUDE:* faculty rank, status, privileges, and responsibilities; enrollment in the State Retirement System; comprehensive medical coverage; university holidays and annual and health care leave. *SALARY:* $19,000 or higher, depending upon qualifications and/or experience. *POSITION AVAILABLE:* This position will be filled only if a suitable applicant is found. The Search and Screening Committee will begin to consider nominations and applications immediately and will continue to do so until the position is filled. *APPLICATION PROCEDURE:* Send application and resume, including names, addresses, and telephone numbers of at least 3 references (preferably work) to: Frances N. Coleman, Chair, Search Committee, **Mississippi State University, POB 5408, Mississippi State, MS 39762.** Mississippi State University is an equal-opportunity, affirmative-action institution.

Professional Librarian, 3 positions, available immediately. 1) **Reference/information specialist** with responsibilities for the periodicals department. 2) **Reference/information specialist** with responsibilities for the circulation department. 3) **Reference/information specialist.** Persons in each of the 3 positions will provide general and nontraditional reference services to the students and faculty of Benedict College and serve as liaison between the library and departmental faculty. MLS from accredited school. Minimum requirements: One year in an academic library and experience with database searching. Salary range: $17,000–$20,000. Send letter of application, resume, and 3 letters of reference to: **Office of Personnel Services, Benedict College, Harden and Blanding Sts., Columbia, SC 29204.**

Reference/computer systems librarian for academic law library. This is a new, **entry-level** position, responsible for developing and supervising the instructional program in microcomputer operations and research techniques for an academic law library. This librarian will oversee the operation of a small microcomputer lab and provide reference services in microcomputer operation to faculty members and students. This librarian will assist with basic legal reference services, including the use of traditional printed sources, and will assist in the planning and integration of the INNOVACQ/INNOPAC automated library system. *REQUIRED:* ALA-accredited degree, knowledge of OCLC operation, familiarity with microcomputer operations. Demonstrated teaching experience and detailed knowledge of legal bibliography desirable. Experience with automated library systems helpful. Salary: $18,000 minimum. **Deadline for applications is Dec. 2.** Send letter of application and resume, including salary history and names of 3 references, to: J. Wesley Cochran, Professor and Law Librarian, **University of Mississippi, University, MS 38677.** The University of Mississippi is an equal-opportunity employer.

Reference (evenings), Kutztown University of Pennsylvania. Permanent, full-time, tenure-track, 9-mo. position with faculty status, 35-hour workweek; available Jan. 1, 1989. Reports to reference department coordinator. *DUTIES INCLUDE:* general reference service, library instruction, online database searching, collection development, preparation of library publications, and related reference assignments. Responsible for reference desk coverage Sundays, and during evening hours until 11 pm, Mon.–Thurs. ALA-accredited library master's degree and 3 yrs.' reference experi-

ence required. Database searching experience desirable, especially Dialog. Academic library experience and supervisory experience helpful. Salary range $19,909.80–$32,431.20, commensurate with training and experience. Excellent medical, dental, and vision plans, and choice of state retirement or TIAA. Kutztown University, part of the State System of Higher Education, has an enrollment of more than 6,500, is located midway between Allentown and Reading with easy access to New York and Philadelphia, and is close to the Poconos. **Send letter of application, resume, and 3 letters of reference by Nov. 1** to: Anita Sprankle, Chair, Search Committee, **Rohrbach Library, Kutztown University, Kutztown, PA 19530.** Kutztown University is an affirmative-action, equal-opportunity employer.

Reference librarian/communication and journalism subject specialist. Tenure-track position with academic professional rank, 12-mo. contract, and excellent fringe benefits. The successful candidate will provide general reference services in the social sciences, humanities and fine arts, and in the assigned subject specialties, and will engage in collection development, faculty liaison, and specialized public service (database searching, orientation and instruction, and in-depth reference and research assistance). *REQUIRED:* ALA-accredited MLS degree or foreign equivalent; appropriate academic background in communication, journalism, or other relevant social sciences discipline; strong interpersonal and communication skills. *PREFERRED:* Graduate degree in communication or journalism, relevant reference or collection development experience in an academic, large public, or research library; experience and/or training in collection development and management, general reference, orientation and instruction, and online searching, end-user systems, or other automated technologies. Salary: $19,500 and up, dependent on qualifications and experience. If applying for more than one position, please submit separate applications. ***TO APPLY:*** **Send letter of application and resume which together address all of the qualifications listed above, and the names, addresses, and telephone numbers of 4 recent references by Oct. 31** to: Constance Corey, Associate Dean of University Libraries, **Hayden Library, Arizona State University, Tempe, AZ 85287-1006; 602-965-3417.** ASU is an affirmative-action, equal-opportunity employer.

Reference librarian/justice studies, political science & public affairs subject specialist. Tenure-track position with academic professional rank, 12-mo. contract, and excellent fringe benefits. The successful candidate will provide general reference service in the social sciences, humanities and fine arts, and in the assigned subject specialties, and will engage in collection development, faculty liaison, and specialized public service (database searching, orientation and instruction, and in-depth reference and research assistance). *REQUIRED:* ALA-accredited MLS degree or foreign equivalent; appropriate academic background in justice studies, political science, public administration, or other relevant social sciences discipline; strong interpersonal and communication skills. *PREFERRED:* Graduate degree in justice studies, political science, or public administration; relevant reference or collection development experience in an academic, large public, or research library; experience and/or training in collection development and management, general reference, orientation and instruction, and online searching, end-user systems, or other automated technologies. Salary: $19,500 and up, dependent on qualifications and experience. If applying for more than one position, please submit separate applications. ***TO APPLY:*** **Send letter of application and resume which together address all of the qualifications listed above, and the names, addresses, and telephone numbers of 4 recent references by Oct. 31** to: Constance Corey, Associate Dean of University Libraries, **Hayden Library, Arizona State University, Tempe, AZ 85287-1006; 602-965-3417.** ASU is an affirmative-action, equal-opportunity employer.

Reference librarian, Temple University Libraries. Serves up to 20 hrs. per week including one evening, plus weekend rotations, at general reference and business/documents desk; participates in online and CD-ROM database searching, library instruction, and reference collection development. *QUALIFICATIONS:* ALA-accredited MLS required; broad liberal arts background preferred; reference, library instruction, and online searching experience desirable. Successful candidate must demonstrate competence in oral and written communications and well-developed interpersonal skills. Salary: $18,500 minimum (for 44-week contract), depending on qualifications. **Send letter addressing all qualifications stated above, resume, and names of 3 references by Nov. 15** to: Penelope Myers, Chair, Search Committee for Reference Librarian, **Paley Library, Temple University, Philadelphia, PA 19122.** An AA, EO employer.

Research support services librarians, 2 positions available. The ASU West Campus Library seeks applications from opportunity-seeking, dynamic, energetic, and creative librarians to join a department of 4.5 librarians and 5 paraprofessionals. *RESPONSIBILITIES:* Reference and research support, including an innovative partnership with paraprofessional information providers, individual consultation with students and faculty on research projects, and delivery of online services; bibliographic instruction in assigned subject areas; collection development in specific disciplines with emphasis on a strong liaison role with the faculty; and participation in program development and planning. *MINIMUM QUALIFICATIONS FOR BOTH POSITIONS:* An ALA-accredited MLS; post-MLS experience in a research library setting, providing reference, online searches, and bibliographic instruction; experience in selection of materials and developing library collections; excellent interpersonal skills; the ability to market and promote library services in a new environment; evidence of creativity and initiative in professional practices. *PREFERRED QUALIFICATIONS FOR BOTH POSITIONS:* Subject expertise, demonstrated by substantial reference or collection development experience and/or degree in one of the following: fine arts, English, interdisciplinary humanities, business, sociology, communication, environmental or biological/biomedical sciences. For appointment as Associate Librarian, salary $27,500 minimum. Must meet minimum qualifications listed above and have 5 or more yrs.' post-MLS experience; demonstrate a substantial record of service and contributions to librarianship and/or an applicable academic discipline. For appointment as Assistant Librarian, salary $20,000 minimum. Must meet the minimum qualifications listed above. *ABOUT ASU WEST:* The West Campus is a newly founded and rapidly growing upper-division branch campus with exceptional faculty and students, an elegant new library building, a program emphasis on quality services tailored to institutional and client needs, collection building coordinated with curriculum building, intensive use of electronic information technology, and partnership with faculty in the academic mission. An online catalog provides access to both West Campus resources and the collections of ASU in Tempe. Over 400 junior-, senior-, and graduate-level courses are presently offered. ASU West Campus has a projected enrollment of 10,000 students when completed. The Fletcher Library building contains 97,000 sq. ft. and has an acquisitions budget of $1.4 million in FY 1989. ***TO APPLY:*** **A letter of application, addressing specific qualifications as they relate to the responsibilities described, a current resume, and the names, addresses, and telephone numbers of 4 references must be postmarked by Nov. 1** and sent to: Carol Burroughs, Head, Information and Research Support Services, **Fletcher Library, ASU West Campus, POB 37100, Phoenix, AZ 85069-7100; 602-543-8504.**

Special Formats Catalog Librarian

Bibliographic Control Dept. Technical & Automated Services

Search Reopened—
Prev. APP 133

Available: Jan. 1, 1989

Will be responsible for libraries' cataloging of nonprint materials—i.e., machine-readable files, inclusive of maps, film, sound, and video; performs original cataloging and provides technical assistance and training for catalogers and staff; coordinates special format cataloging systemwide; participates in planning innovative information access.

QUALIFICATIONS: MLS from accredited library school, minimum 3 yrs.' cataloging experience, with background in AACR2 and MARC formats and bibliographic utilities. Supervisory experience preferred.

SALARY: Negotiable, dependent upon experience and qualifications; minimum of $30,705 for a 12-mo. appointment; excellent benefits.

Rutgers Libraries are comprised of 18 libraries on 3 major campuses throughout the state, and the university is a member of the Research Libraries Group. The libraries are investigating new ways of providing electronic information services to the Rutgers community in an environment of change and growth.

Submit resume and 3 sources for current references no later than Nov. 15 to: **Sandra Troy (APP 143), Library Personnel Officer, Rutgers University Libraries, 169 College Ave., New Brunswick, NJ 08903.**

THE STATE UNIVERSITY OF NEW JERSEY
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Social science reference/instruction librarian, Illinois State University, Milner Library. *DUTIES:* 1) Coordination of planning, development, promotion, and evaluation of library instruction to support upper-level courses in business and the social sciences, in conjunction with 3 other division librarians; 2) some service at the social science reference desk; 3) collection assessment and development responsibility for at least 2 departments from among the following: Sociology/Social Work, Criminal Justice, Management, Marketing, Accounting, Law; 4) liaison responsibilities with those same departments. *UNIVERSITY AND LIBRARY:* Illinois State University is a multipurpose university with more than 21,000 students, located in the medium-sized urban area of Normal/Bloomington. Academic programs and courses are offered in 33 academic departments organized into 5 colleges with master's-degree programs in most fields and doctoral-degree programs in art, biological sciences, curriculum and instruction, economics, education, English, history, and mathematics. Milner Library is the central library facility for the university community with a staff of 110 including 34 professionals, over 1 million volumes, and a materials budget of $1.4

Head of the Science and Technology Library

The head of the Science and Technology Library will administer a new branch library that will begin operations in 1988, with a satellite information center at the Automation & Robotics Research Institute reporting to it. The Science and Technology Library will serve all engineering and scientific fields taught on the UTA campus except for medical and psychology programs. The head of the library will supervise and evaluate the professional and classified staff and bear responsibility for reference collection management, reference service, circulation, reserve, binding of current journals, an online search service, the determination of library hours, and management of the Robotics Information Center. The head of the Science and Technology Library will also collect appropriate statistics, analyze service needs, and make recommendations to the assistant director for public services on the mix of services that will best serve the library's clientele. The head of the Science and Technology Library is one of 6 department heads who report to the assistant director for public services.

QUALIFICATIONS required: Master's degree from an ALA-accredited program; advanced subject degree or the equivalent combination of education and experience in the sciences and/or engineering; at least 4 yrs.' library experience in progressively more responsible positions in academic, special, or medical libraries; some supervisory experience; experience in online database searching; a record of professional and/or scholarly activity. *Desired:* Administrative experience; MA or PhD degree in the sciences or engineering.

EMPLOYMENT: Full-time. Nontraditional workweek.

LOCATION: The University of Texas at Arlington is located in the Dallas/Fort Worth metroplex, has a current enrollment of approximately 23,000, and offers 97 degrees, 18 at the PhD level. The University Libraries presently have more than 1 million items in the collections, a staff of 100, and a FY 1987-88 budget of nearly $5 million. The libraries participate in AMIGOS/OCLC, Dialog, and BRS, and are installing the NOTIS automated system.

SALARY AND BENEFITS: $26,000 annual minimum salary, dependent on qualifications and experience. Benefits include state contribution to health insurance premiums, payment of 88% of Social Security premiums for the first $16,500 of annual salary for a total of $965, and 8.5% of annual salary contributed by the state to match the employee contribution of 6.65% for optional retirement programs.

APPLICATIONS: Applications should include a resume and the names and addresses of 3 professional references. **Consideration for the position will begin Oct. 24,** and will continue until a satisfactory candidate has been found. Applications should be addressed to:

Chair
Head of the Science & Technology Library Search Committee
University of Texas at Arlington
POB 19497
Arlington, TX 76019

The University of Texas at Arlington is an equal-opportunity, affirmative-action employer.

million. The library is a member of the CRL and the Library Computer System (LCS), a resource-sharing network of 27 academic institutions in the State of Illinois. *QUALIFICATIONS:* ALA-accredited MLS degree. 2nd advanced degree or certificate of advanced study in library science or another subject discipline required for tenure and appointment or promotion beyond Instructor rank. *REQUIREMENTS:* Educational background in social sciences or business; knowledge of social science/business information sources; considerable experience and strong interest in bibliographic instruction; ability to communicate well with individuals and classes. *PREFERRED:* Online searching experience in business and social science databases; experience with CD-ROM searching; experience in using and integrating innovative techniques and technologies into library instruction programs. *SALARY AND RANK:* $25,000 minimum, faculty rank, and eligibility for tenure. Benefits include State Retirement Program, health and dental insurance, and other fringe benefits. *POSITION AVAILABLE:* Jan. 5, 1989. **Deadline: Oct. 31,** or until position is filled. *APPLICATIONS:* To assure consideration, send application, resume, and the names of 3 references to: Alan R. Nourie, Associate University Librarian for Public Services and Collection Development, **Milner Library, Room 311B, Illinois State University, Normal, IL 61761.** Illinois State University is an equal-opportunity, affirmative-action employer.

University archivist. *RESPONSIBILITIES:* Position has primary responsibility for the collection. Organizes and provides reference service for the official and unofficial papers and publications of a 150-year-old private university. Supervises one part-time library assistant and student assistants. Reports to the head of special collections. The archives contain the records of the board of administrators, university presidents, deans, schools, and other administrators. Archives also house a large reference vertical file. *QUALIFICATIONS required:* MLS from ALA-accredited program or appropriate training and/or experience. Excellent organizational and communication skills. Desired: Knowledge of the principles of records management, of archival preservation, of online library systems, and of general university structure and operations. Rank and salary: Librarian I or II with a $20,000 minimum. **Application closing date: Oct. 31.** Please forward resume and names, addresses, and phone numbers of 3 references to: Andrea Brigalia, Administrative Assistant, **Howard-Tilton Memorial Library, Tulane University, New Orleans, LA 70118.** An equal-opportunity, affirmative-action employer.

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4 positions, Penn State University Libraries. Penn State is recruiting 4 library faculty members with academic rank to fill 2 cataloging positions and 2 public services positions with cataloging assignments. 1) **Catalog librarian, serials format** ($25,000 minimum), and 2) **Catalog librarian, nonprint formats** ($25,000 minimum). Excellent opportunities for experienced catalogers who want to join an innovative department. Positions combine subject cataloging assignments in the humanities and social sciences, responsibility for policy recommendations, documentation for either the serials or the nonprint formats, and some supervisory duties. The department catalogs over 30,000 titles annually using LIAS, the Penn State–developed online system, which also supports online public access and inventory control. Penn State utilizes and contributes to both the RLIN and OCLC databases. *QUALIFICATIONS:* ALA-accredited MLS or equivalent; minimum 2 yrs.' professional cataloging experience with either serials or nonprint materials, knowledge of MARC tagging and AACR2; knowledge of at least one foreign language (German or Spanish preferred). Subject master's degree preferred; academic background in music or music cataloging experience desirable for nonprint formats position. Potential for promotion and tenure will be considered. 3) **Special collections librarian/social and humanities cataloger** ($23,016 minimum), and 4) **Physical sciences librarian/science cataloger** ($23,016 minimum). Opportunities for 2 creative and flexible librarians to work with both public and technical services aspects of an integrated, automated system (LIAS). After training in the cataloging unit, incumbents will move to home public service locations in either the Rare Books Room or the Physical Sciences Library, maintaining original cataloging assignments and formal ties with the cataloging unit. Public service duties include reference, instructional services, and collection development. Cataloging duties include original cataloging in either the physical sciences or in the social sciences and humanities, assessment and maintenance of database quality, and participation in establishing cataloging policies and priorities in assigned subject field. *QUALIFICATIONS:* ALA-accredited MLS or equivalent; academic background in the social sciences and humanities or chemistry and related sciences as appropriate; subject master's degree preferred; facility with at least one Western European language. Humanities or chemical and physical sciences reference experience in academic, research, or special library, or cataloging via national utility or local automated system experience desired (candidates with both preferred). Significant preprofessional library experience and potential for promotion and tenure considered. Salary and rank dependent on qualifications. Liberal benefits, state or TIAA/CREF retirement, educational privilege. **Deadline, Nov. 15,** or until suitable candidates are identified. To apply, send letter, current resume, and names of 3 references to: Nancy Slaybaugh, **Box 3, Penn State University Libraries, E505 Pattee Library, University Park, PA 16802.** Please specify position for which you are applying. An affirmative-action, equal-opportunity employer. Women and minorities encouraged to apply.

FOREIGN LIBRARY

Reference/research librarian (economics & finance), Riyadh, Saudi Arabia. U.S.–Saudi Arabian Joint Economic Commission seeking U.S. citizen to work as librarian at the National Center for Financial and Economic Information in Riyadh, Saudi Arabia. Individual will act as advisor/trainer to Saudi nationals in the provision of reference/research assistance, report writing, and conducting online database searches in the areas of int'l. economics and finance. The individual we are seeking will be capable of working as part of a team providing information services within a fast-paced, deadline-oriented, high-pressure, multicultural environment. The heart of the national center is a sophisticated, state-of-the-art library which uses CD-ROM, the VTLS online catalog, and online databases including Dialog, Dow Jones, Newsnet, NEXIS, and PROFILE. Librarians also prepare and conduct intensive seminars and workshops on a variety of library and business topics. Benefits: Salary $27,716–$36,032+, up to 25%, free housing, etc. *REQUIRED:* MLS; min. 5 yrs.' reference responsibilities in business, economics, or finance; training/teaching exp.; evidence of report writing skills; and online searching capabilities. *PREFERRED:* Microcomputer and documents exp. Knowledge of Arabic not required. *TO APPLY:* Send resume to: **Dept. E-23, 1730 Rhode Island Ave. N.W., Suite 910, Washington, DC 20036.** EOE.

LAW LIBRARY

Law library catalog department head for a major research collection of over 550,000 volumes which recently launched a reclassification and retroconversion campaign. This position will work closely with staff, faculty, and students in establishing policies and long-range planning. Renovated and enlarged building anticipated during the next 4 yrs. *REQUIREMENTS:* MLS and significant experience using AACR2, OCLC, RLIN, or WLN, and LC subject headings and classification system. Progressively responsible professional experience in a law or research library environment necessary. Foreign language skills very desirable. Good supervisorial skills, basic knowledge of legal reference sources, ability to communicate, and the patience to teach will be expected. Salary: $20,880–$32,400 (Librarian II). Available: Immediately. Contact: Alan Holoch, Director, **Ohio State University Law Library, 1659 N. High St., Columbus, OH 43210-1391.**

LIBRARY EDUCATION

Cataloging and subject analysis. The UCLA Graduate School of Library and Information Science is seeking to make a permanent **entry-level** appointment in the area of cataloging and subject analysis. The individual would also have the opportunity to teach in other areas of his or her expertise. Applications are desired from candidates with a doctorate, or who are about to receive one, with demonstrated experience or strong potential in teaching, with interest and competence in theoretical and empirical research, and with the knowledge of professional practice. Rank and salary will depend upon record of experience and competence with the following established range: Assistant Professor, $31,500–$33,900 on a 9-mo., academic-yr. basis. The date of appointment will be arranged between the candidate and the GSLIS. **Applications close Jan. 30, 1989.** Inquire and send resume with a list of references to: Robert M. Hayes, Dean, **Graduate School of Library and Information Science, University of California, Los Angeles, CA 90024.**

MEDICAL LIBRARY

Online services instructor, Midcontinental Regional Medical Library Program (MCRMLP). The online services instructor participates fully in all activities of the MCRMLP online training and services program within the 21 states of the Midlands online region. *RESPONSIBILITIES INCLUDE:* Instructing NLM fundamentals of searching MEDLARS and follow-up to the fundamentals, participating in exhibits and demonstrations of online programs and services, conducting seminars and workshops, acting as a consultant for online searchers, and contributing to regional and national publications. *MINIMUM QUALIFICATIONS INCLUDE:* An MLS degree from an ALA-accredited school, experience in a health science library, and training and experience in online searching using the NLM MEDLARS system. Experience in teaching adults, BRS/Dialog searching, and knowledge of microcomputer hardware and software are highly desirable. Good communications, interpersonal, and organizational skills are essential. Position requires extensive travel. This is a special term appointment (nontenure) with appropriate rank and privileges, and excellent fringe benefits. Salary negotiable from $20,000. **Send a letter of application, resume, and names of 3 references by Nov. 18** to: Phyllis Bellows, Administrative Assistant, **McGoogan Library of Medicine, University of Nebraska Medical Center, 42nd & Dewey Ave., Omaha, NE 68105-1065.** The University of Nebraska is an equal-opportunity, affirmative-action employer.

MUSIC LIBRARY

Assistant catalog librarian (monographs), University of North Texas Libraries, Denton. The University of North Texas Libraries have installed an online catalog through the VTLS system. The database contains 410,000 bibliographic records representing holdings of all of its libraries. Retrospective conversion of holdings is ongoing. Although the main card catalog is closed, several specialized card catalogs remain open. *POSITION DESCRIPTION:* This is an intermediate-level professional position responsible for original and OCLC cataloging of music scores and AV media. The position requires skilled use of LC classification schedules and subject headings, AACR2, and MARC formats. The position also involves participation in VTLS database management, department planning and instructional activities, and retrospective conversion. Incumbent receives direction from and reports through the head, cataloging (monographs) unit, to the head, bibliographic control department. *MINIMUM QUALIFICATIONS:* Candidates should have an MLS degree from an ALA-accredited program and a bachelor's degree with a major in music; demonstrated knowledge of AACR2, LCSH, LC classification, and MARC formats; reading knowledge of one or more modern European foreign languages; demonstrated ability to communicate clearly; cataloging experience of 1-3 yrs. in an academic or large research library. *DESIRABLE QUALIFICATIONS:* Candidates with a 2nd master's or the equivalency of one year's study on a doctorate in music history; knowledge of one or more of the following languages: German, French, or Italian; knowledge of pre-AACR2 cataloging codes; familiarity with VTLS and microcomputer applications. *AVAILABLE:* Open until filled. *SALARY:* $20,245+, depending upon qualifications and experience. Applicants should send a resume, copies of all transcripts, and the names and addresses of 3 references to: Margaret E. Galloway, Associate Director of Libraries, **University of North Texas, Box 5188 N.T. Station, Denton, TX 76203-5188.** The University of North Texas is an equal-opportunity, affirmative-action employer.

PUBLIC LIBRARY

Adult services librarian. Historic Washington, Ga., and 4-county regional system serving 47,000. Works with a busy branch library and headquarters providing reference service, ILL, and adult programming. Works with collection development, prepares publicity, and will help select computerized circulation system. Some supervisory work of nonprofessional staff. Occasional evening and Saturday work. ALA-accredited MLS. Salary: $20,000–$25,000 depending on experience. Send resume to: **Bartram Trail Regional Library, POB 430, Washington, GA 30673; 404-678-2955.** EOE.

Assistant director/administrative services consultant for DuPage Library System. Serves as consultant to member libraries on all aspects of library administration and with community groups/officials. As assistant director, is responsible for development and coordination of the long-range plan of service and member library plan of cooperation; overall planning and coordination of all DLS and DLS-cosponsored continuing education workshops. In charge of system activities in the absence of the executive director. Must have valid driver's license and be able to attend evening and weekend meetings. Flexibility, imagination, and sense of humor absolutely necessary. Present salary range $20,200–$32,000. Requires an MLS, 5–7 yrs.' professional library experience including 4 or more yrs. as a library administrator. System experience highly desirable. Excellent benefits, pleasant location 40 miles from Chicago Loop on commuter line. Send resume to: Personnel Director, **DuPage Library System, Box 268, Geneva, IL 60134.** EEO.

Assistant director. ALA-MLS, 5 yrs.' experience including supervisory experience. New position offers unique opportunity for professional growth in library serving a university-enhanced community of 80,000. *RESPONSIBILITIES INCLUDE:* Personnel and staff development, public relations, adult and young adult program coordination, and assistance with other administrative matters. Salary negotiable from $23,244. Send resume and 3 references to: Patricia Schaefer, Director, **Muncie Public Library, 301 E. Jackson St., Muncie, IN 47305.**

Assistant director for Flint Public Library. School district public library offers a wide range of unique and innovative services to a diverse community of 159,000 (70 mi. north of Detroit). Assistant director is responsible for main library subject departments and staff in 5 branches. Participates fully in planning and policy decisions. *QUALIFICATIONS:* MLS with 10 yrs.' progressively responsible positions including at least 3 yrs.' successful public library administrative or management experience. Residence in the School District of the City of Flint is required. Service-oriented, enthusiastic leadership and initiative in planning and implementation in a challenging environment. Knowledge of microcomputer applications in managing statistical and fiscal information is desirable. Good communication skills. Starting salary: $54,480. Excellent fringe benefits. **Application deadline: Oct. 17.** Send letter of application and resume to: L. Watson, Personnel Consultant, **Flint Community Schools, 923 E. Kearsley St., Flint, MI 48502.**

Audiovisual librarian. ALA-MLS, AV experience required, knowledge of music desirable. Supervises staff of 2 full-time, 5 part-time employees; helps to develop audiovisual policies and procedures; selects AV materials; provides AV reference assistance; prepares monthly and annual reports; revises and updates printed lists and catalogs. Generous AV budget allows ample collection growth and diversification. Beginning salary: $19,647. Send resume and references to: Patricia Schaefer, Director, **Muncie Public Library, 301 E. Jackson St., Muncie, IN 47305.**

Automated services/young adult librarian to participate in automated cataloging at Stoughton Public Library located 18 miles south of Boston. Member of 21 public library automated network. Also responsible for developing programs for young adults and YA materials collection. MLS required from ALA-accredited library school. Salary range: $21,927–$24,917. Town benefits. Send resume and references to: Anne H. Petterson, Director, **Stoughton Public Library, POB 209, Stoughton, MA 02072.** An EO, AA employer.

Branch manager (Ocean Springs Library). Position open Dec. 1. A middle-management position involving the application of professional librarianship management principles and skills. ALS and 2 yrs.' professional public library experience, with one year in a supervisory position required. Starting salary range $20,526–$27,209. **Application deadline Nov. 1.** For position description, minimum qualifications, and other information, write: Robert Willits, **Jackson-George Regional Library, 3214 Pascagoula St., Pascagoula, MS 39567.** An affirmative-action, equal-opportunity employer. Mississippi, A Great State To Be In.

CANCELLED

Cataloger for a 12-county multitype library system in southeastern Illinois. Familiarity with OCLC operations essential. Knowledge of automated circulation systems helpful. Supervise cataloging and database maintenance on in-house OCLC LS/2 system. Consulting with member libraries. ALA-approved master's

Management Opportunities
Palos Verdes Library District

Medium-sized, fully automated (Geac), progressive public library in beautiful coastal southern California area seeking dynamic middle managers. ***2 POSITIONS NOW OPEN:*** 1) **Reference services department head** and 2) **Technical services department head.** Salary: $2,366–$3,003 per mo. Excellent benefits. Requires MLS from ALA-accredited graduate school, 3 yrs.' relevant experience, strong public service motivation, demonstrated creativity and drive. Supervisory experience highly desirable.

1) ***REFERENCE SERVICES HEAD:*** Knowledge of and experience with reference materials and programs, collection development, online database searching, readers' advisory, staff development.

2) ***TECHNICAL SERVICES HEAD:*** Knowledge of and experience with descriptive and subject cataloging standards, including Dewey, AACR2, LC subject headings and MARC formats, OCLC or other bibliographic utility, automated authority control processing.

First consideration given to applications received prior to Oct. 21. Apply with application form and resume to: **Linda P. Elliott, Director, Palos Verdes Library District, 650 Deep Valley Dr., Palos Verdes Peninsula, CA 90274.**

degree in library science. Must possess a valid driver's license. Minimum $18,000; excellent fringe benefits including paid dental and health insurance, plus 22 days' vacation. Send letter of application and resume to: Joe Harris, Acting Director, **Cumberland Trail Library System, 12th & McCawley, Flora, IL 62839; 618-662-2679.**

Children's librarian. A dynamic city system needs a librarian to provide leadership in children's services for one of the larger branches in a diverse community of active library users. *DUTIES INCLUDE:* Planning and implementing children's programs, reference services, collection development, and staff supervision. *REQUIREMENTS:* ALA-MLS, coursework in children's literature, and the ability to relate well to children, parents, and library staff. *SALARY RANGE:* $22,383–$28,220 with excellent benefits. **Submit a letter of application and resume by Nov. 15** to: **Business Office, Public Libraries of Saginaw, 505 Janes St., Saginaw, MI 48605.** An equal-opportunity, voluntary affirmative-action employer.

Children's librarian. Outgoing librarian for modern public library in friendly central Conn. town. Excellent opportunity to practice creativity and gain administrative experience. ALA-MLS required. Skills in programming, reference, and collection development essential. Good benefits. Salary $22,500. **Send letter of application and resume by Oct. 15** to: Laurel Goodgion, Library Director, **Portland Public Library, 20 Freestone Ave., Portland, CT 06480.**

Children's librarian. Responsible for materials selection, programming, and general operation of children's room. Some evening and weekend duty required. MLS, or bachelor's degree with library coursework and experience in library work with children, required. Salary: $20,400. Position available mid-February 1989. **Send letter of application, resume, and 3 references by Oct. 15** to: Gary Dummer, City Clerk, **Municipal Building, 205 S. Lincoln Ave., Beaver Dam, WI 53916.** EOE.

Children's librarian. Salary range: $15,680–$24,304. *QUALIFICATIONS:* MLS from ALA-accredited institution. *RESPONSIBILITIES:* Coordinate services and plan programs; oversee collection development; act as liaison with schools and appropriate community organizations. *BENEFITS:* 22 days' vacation, paid hospitalization. *OTHER INFORMATION:* Community is located in suburban/rural area east of Cleveland in Geauga County. Position available immediately. *CONTACT:* Send letter of application and resume with references to: Carol C. Varga, Director, **Burton Public Library, Box 427, 14588 W. Park, Burton, OH 44021.**

Collection management librarian. The Lewis and Clark Library congratulates the Great Falls Public Library on its choice of a new director. The Lewis & Clark Library is now looking for an enthusiastic and knowledgeable key member of its management team. *RESPONSIBILITIES INCLUDE:* Overseeing circulation, technical processing, automation, and acquisitions. Must have good communications skills. Experience in grant writing a plus, an accredited MLS a must. Salary range is $19,395–$27,405. The Lewis & Clark Library is the most technologically advanced library in Montana and enjoys high usage and community support. Helena, Montana's beautiful capital, is nestled 20 minutes from the Continental Divide and offers a unique blend of cultural activity and access to hunting, fishing, skiing, and water sports. **Preference will be given to applications received by Oct. 28.** Apply to: Rebecca Foster, Executive Assistant, **Lewis & Clark Library, 120 S. Last Chance Mall, Helena, MT 59601.** Include resume and professional references.

Director, Manitowoc Public Library, serving a population of 33,000, which also administers the Manitowoc-Calumet Library System serving a total 2-county population of 105,000. The 1988 combined operating budgets are $1.04 million, with staff size of 37 FTEs. Responsible to a 10-member library board and 15-member system board for administering all phases of the library/system operation. *QUALIFICATIONS:* MLS from an ALA-accredited library school. Library administrative experience required, knowledge of automated library systems preferred. Salary from $32,000 plus benefits, depending on qualifications and experience. Position available immediately. Send resume, reference contacts, and salary requirement to: **Lee H. Kummer, Search Committee Chair, POB 1507, Manitowoc, WI 54221-1507.** Equal-opportunity employer.

Extension services librarian. Historic Washington, Ga., and 4-county regional system serving 47,000. Oversees reference, collection development, adult programming for 2 small branch libraries and regional bookmobile service. Advises and trains 2 nonprofessional branch managers. Occasional evening and Saturday work. ALA-accredited MLS. Salary: $20,000–$25,000 depending on experience. Send resume to: **Bartram Trail Regional Library, POB 430, Washington, GA 30673; 404-678-2955.** EOE.

General reference/information services consultant. The general reference/information services consultant manages the delivery of reference information and interlibrary loans of all types of print/microforms to over 100 member libraries. This person is responsible for collection development in support of the interlibrary loan mandate. Participates in statewide activities and uses national sources via electronic retrieval. Provides consulting services to member librarians for reference services and collection development. Trains, evaluates, and supervises 8 staff members. Participates in continuing education activities. Dynamic opportunity for self-starter with good interpersonal skills. Proven speaking and writing ability. MLS from ALA-accredited school, 5 yrs.' recent experience as a reference head in large public library. Must have valid driver's license and like to travel. Needs to relocate to Rockford area. Excellent benefits. Salary $25,730–$37,235 depending on qualifications. Send resume and 3 work references to: Sharon Loe, Assistant Director, **Northern Illinois Library System, 4034 E. State St., Rockford, IL 61108.** EOE.

Head of adult services. Champaign Public Library & Information Center seeks creative administrator to direct one of the nation's best public library adult services departments. Library serves community of 60,000 with 20 FTE professional staff and $2 million operating budget. Champaign-Urbana is the home of the University of Illinois. Duties include: supervision of 8 FTE professional staff and 2 FTE support staff plus management of $425,000 annual budget. Responsible for all main library adult services and collections. Requirements include: ALA-MLS, 3 yrs.' professional experience, good communication skills, and ability to work well with both public and library staff. Salary: $22,753–$32,385 depending on qualifications. 4 weeks' vacation. **Application deadline: Nov. 15.** Send resume and 3 references to: Sandra Norlin, Assistant Director, **Champaign Public Library & Information Center, 505 S. Randolph St., Champaign, IL 61820; 217-356-8207.** An equal-opportunity, affirmative-action employer.

Head of extension services. Champaign Public Library and Information Center seeks creative administrator to direct outreach program. Library serves community of 60,000 with 20 FTE professional staff and $2 million operating budget. Champaign-Urbana is the home of the University of Illinois. *DUTIES INCLUDE:* Supervision of 8 FTE staff, management of $161,000 annual budget. Responsible for small branch library, bookmobile, deposit collections, homebound service, outreach programming, and other services for those not using the main library. Position acts as liaison to wide variety of special populations. *REQUIREMENTS INCLUDE:* ALA-MLS, 2 yrs.' professional experience, good communication skills, and ability to work well with both public and library staff. Knowledge of and/or experience with black communities, the elderly, the institutionalized, or persons with disabilities helpful. Salary: $22,753–$32,385 depending on qualifications. 4 wks.' vacation. **Application deadline: Nov. 15.** Send resume and 3 references to: Sandra Norlin, Assistant Director, **Champaign Public Library and Information Center, 505 S. Randolph St., Champaign, IL 61820; 217-356-8207.** An equal-opportunity, affirmative-action employer.

Librarian, adult services. Challenging reference position in Midwestern community serving a metropolitan population of approximately 279,000. Responsible for conducting library services including reference, selection, collection maintenance, online searching, instruction and training of subordinate staff, involvement in community activities, and related work. *REQUIREMENTS:* ALA-accredited MLS. Salary range: $20,928–$31,392. Applications received by Oct. 1 have been given first consideration, but applications will continue to be accepted until the position is filled. Apply to: **City of Rockford, Personnel Dept., 425 E. State St., Rockford, IL 61104.** Minorities and women are encouraged to apply. Applicants must be willing to relocate within the City of Rockford. The Rockford Public Library is an equal-employment, affirmative-action employer.

Librarian, Chatham County, Ga. Primary assignment to reference department, main library, of the CEL Regional Library System. This **beginning-level** professional position requires a master's degree in library science

from an ALA-accredited library school. Knowledge of music or government documents desirable. Must be eligible for certification by the Ga. Board of Librarian Certification. The successful candidate will assist patrons in making the most effective use of library materials, give orientation tours to groups visiting the library, participate in book selection, and prepare selected bibliographies and displays. Salary range $20,352–$27,274 plus a highly competitive benefits package. Apply to: **Chatham County Human Resources Department, 133 Montgomery St., Rm. 605, Savannah, GA 31401.** EOE.

Librarian I. Jefferson Parish, La., located adjacent to the City of New Orleans, has several vacancies available. *RESPONSIBILITIES:* Branch or bookmobile manager. *QUALIFICATION REQUIREMENTS:* ALA-accredited MLS degree. Starting salary: $18,444 annually (35 hour workweek). Candidates required to pay their own travel expenses if called for an interview. Applications accepted continuously. Send resume requesting official application forms to: **Jefferson Parish Personnel Dept., Room 818, New Courthouse Bldg., Gretna, LA 70053; Attn.: Carolyn Saladino.**

Librarian I. Multiple branch positions with primary emphasis on service to children. MLS required. Public library experience preferred. Literacy in Spanish and previous work with children a plus. Salary: $19,806–$23,101; increase under negotiation. Excellent benefits. Union shop. City residency required within 6 mos. of hire. Resume and references to: Flora VanDyke, Coordinator of Children's Services, **New Haven Free Public Library, One Long Wharf Dr., New Haven, CT 06511.** EO, AA employer.

Library administrator. The Tucson (Ariz.) Public Library is seeking applicants for a public services library administrator position. Administers a library region consisting of 5 or more branches/public service units. Desirable experience & training: extensive experience in library management; MLS from an ALA-accredited graduate school, preferably supplemented by advanced coursework in library administration or related professional courses; or an equivalent combination of experience, education, & training which provides the desired combination of knowledge, skills, & abilities. Salary range: $37,872–$50,760. The Tucson Public Library is a city/county system serving a population of more than 600,000 in a growing, bicultural area of the Southwest. **Closing date: Oct. 31.** Applications are available from: **Personnel Department, City of Tucson, POB 27210, 110 E. Pennington, Tucson, AZ 85726-7210.** EOE.

Library director. Administrator for active public library serving 9,500 pop. and preparing to automate. MLS, supervisory and PR experience desired. $20,350 min. **Send resume by Oct. 12** to: President, **McCowan Board of Trustees, 330 Pitman Ave., Pitman, NJ 08071.**

Library director. Henderson District Public Library, situated between beautiful Lake Mead and fabulous Las Vegas, serves the fastest-growing city in Nevada of 55,000. 16,000-sq.-ft. headquarters opens in Jan. 1989; one branch. Has CD-ROM catalog and automated circulation system. Exciting challenge for a highly motivated librarian with demonstrated leadership abilities to build program from the ground up. Requires ALA-accredited MLS with 5 yrs.' minimum experience including supervisory and/or administrative responsibility. Salary: $30,000–$35,000. **Closing date Nov. 1.** Send letter of application with resume including 3 references to: Chair, Board of Trustees, **Henderson District Public Library, 55 Water St., Henderson, NV 89015.**

Library director, Newton (Kans.) Public Library. Position open spring 1989. ALA-accredited MLS required, a 2nd graduate degree preferred, 8 yrs.' administrative experience in libraries or related fields. Population 16,000, collection 70,000, budget $300,000. 10 FTE, automated circulation and online catalog, member of South Central Kansas Library System. Salary schedule range for listed qualifications $22,068–$32,427 plus health insurance, retirement benefits. **Deadline Dec. 15.** Send resume and the names of 3 references to: Search Committee, **Newton Public Library, 720 N. Oak, Newton, KS 67114.**

Manager/librarian for reference and audiovisual departments at Branch County Library System Headquarters in Coldwater, Mich. (at I-69 and US 12 near the Indiana border). Library serves 40,000 with 16+ FTE and a 1987 budget of $390,633. Salary range $15,938–$20,022. Excellent benefits including master medical for self and family and 10 paid holidays. A 35-hour workweek includes some nights and Saturdays. Position open until filled. Apply to: Administrative Assistant, **Branch County Courthouse, 31 Division St., Coldwater, MI 49036.**

Technical services librarian. Primarily responsible for the supervision of all aspects of technical services for a city library. Some public service hours at the reference desk required. Experience with developing online systems and with Bibliofile desirable. ALA-MLS required. $18,500 with excellent benefits. Submit letter of application, 3 references, resume, and credentials to: Kay Weiss, Director, **Burlington Public Library, 501 N. Fourth St., Burlington, IA 52601.** AA, EOE.

Technical services supervisor. Active public library in Berkshire County seeks dynamic, self-motivated, team-oriented individual with MLS and demonstrated working knowledge of MARC formats and library computer applications with ability to coordinate and implement retrospective conversion of 200,000 items to MARC records as new member library in computer network. Supervises full-time and part-time staff. Position includes cataloging, acquisitions, and processing duties and responsibilities. Salary, under negotiation, anticipated to be $21,019–$23,242. **Send resume and letter of application by Oct. 15** to: John Fuchs, Director, **Berkshire Athenaeum, One Wendell Ave., Pittsfield, MA 01201.** AA, EOE.

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2 positions. 1) **Audiovisual librarian.** Experience with audiovisual formats and equipment and the organization and development of AV collections highly desirable. Acts as coordinator in this area for the system. 2) **Branch librarian.** Supervisory, collection develop-

Cuyahoga County Public Library

Cuyahoga County Public Library seeks applications from interested individuals for the following administrative positions created through reorganization:

1) ***Library Collections and Services Director.*** Plans, organizes, and supervises the development of materials collections and services for the library. Directs, coordinates, and monitors the operations of public services. Master's of library science degree required; minimum of 8 yrs.' management experience in a moderate-to-large public library with at least 2 of those years in a public service supervisory capacity. Annual salary range $45,472–$50,082.

2) ***Library Operations Director.*** Plans, organizes, and supervises the manual and automated programs of the library, including the ordering, cataloging, processing, and data processing functions. Master's of library science degree required; minimum of 8 yrs.' management experience in a moderate-to-large public library with at least 2 of those years in a technical services supervisory capacity. Annual salary range $45,427–$50,082.

3) ***Library Human Resources Director.*** Directs the library's human resources program, including recruitment, interviewing, placement, benefits, compensation and classification schedules, job analyses and performance evaluation, and discipline and grievance procedures; monitors library's equal-employment-opportunity and affirmative-action policies. Plans, organizes, and presents staff development and training programs for professional, clerical, and maintenance staff. Master's of library science degree preferred; minimum of 8 yrs.' human resource management experience in a supervisory capacity. Annual salary range $45,427–$50,082.

4) ***Library Marketing and Development Director.*** Plans, organizes, and assists in implementing and managing the public relations, graphics, fundraising, and grants programs for the library. Works toward passage of levy issues; serves as chief public information officer marketing the library's collections and services to the general and specific publics the library serves. Master's degree in journalism, business administration (marketing), or communications preferred; minimum of 8 yrs.' experience in positions which supervised public information and/or marketing and development programs, preferably in a nonprofit environment. Annual salary range $45,427–$50,082.

5) ***Staff Assistant to the Executive Director.*** Studies community needs for library services; develops short- and long-range plans to meet the library service needs of the community. May write internal RFPs, grants, or other special project funding opportunities and may administer resulting projects. Assists in achieving cooperation among library system staff; advises the executive director on facilities and services needs, on issues related to systems analysis, community education needs and analysis, and on statistical analyses. Master's degree in library science preferred; completion of specialized training in statistics and/or planning equal to 6 semester units desirable. Must have completed at least 2 yrs.' successful administrative work experience. Annual salary range $31,799–$35,057.

Application should consist of a current resume, including references, and a cover letter amplifying pertinent career data and experience. **Send information by Oct. 31** to:

Ronald S. Kozlowski
Executive Director
Cuyahoga County Public Library
4510 Memphis Ave.
Cleveland, OH 44144

Interested individuals may call 216-398-1800 x291 for a copy of position descriptions for the vacancies advertised above. All positions advertised report directly to the executive director.

Cuyahoga County is an equal-opportunity, affirmative-action employer.

ASSISTANT CHILDREN'S CONSULTANT

The Queens Borough Public Library is seeking a dynamic, imaginative assistant children's consultant to assist in managing and training staff; planning, promoting, and evaluating systemwide children's programs; maintaining contact with schools, community groups, and outside agencies; collection maintenance and development and obtaining grants. Successful candidate must have ALA-accredited MLS and 3+ yrs.' experience at Senior Librarian level in children's work, including supervisory and public service experience. Salary starts at $29,863. Send letter of application and resume to: **Marilyn Okrent, Personnel Director,**

Queens Borough Public Library
89-11 Merrick Blvd.
Jamaica, NY 11432

An equal-opportunity employer, M/F

ment, and programming experience highly desirable. ALA-MLS required for these challenging positions which offer a salary of $21,456 and an excellent benefit package. Applications will be accepted until positions are filled. Send resume and 3 work-related references to: Personnel Manager, **Kanawha County Public Library, 123 Capitol St., Charleston, WV 25301.** EEO, M/F/H/V.

2 positions. The Neuse Regional Library has 2 upcoming vacancies on its professional staff. Both are **entry-level** positions: 1) **general reference** and 2) **children's services.** Applicants should have good communication skills, an outgoing personality, and a neatness of dress and appearance. The Neuse Regional Library features a $1.5 million budget, 58 employees (11 professionals), with an annual circulation of 500,000 books and 250,000 videos. Starting salary $20,004 with a 5% raise after 6 mos.' probation. Full medical benefits are furnished. Both positions will be available in November. Direct inquiries to: Agnes W. Ho, Associate Director, **Neuse Regional Library, 510 N. Queen St., Kinston, NC 28501.**

SCHOOL LIBRARY

School library media specialist. Outstanding opportunity in exemplary international school. Singapore American School, Republic of Singapore, is seeking an enthusiastic, innovative, personable, experienced professional for its Grades 9–12 campus. *RESPONSIBILITIES WILL INCLUDE:* extensive interaction with faculty and students, creation and implementation of a collection development plan for materials in all formats, development of an information skills curriculum to be taught in cooperation with subject-area faculty, creation and implementation of an automation plan for library operations, and management of the library media program including supervision of support staff. Master's in library media and secondary-school experience required; international experience highly desirable. Salary range: S$33,961–S$46,847 (S$2.02 equals U.S.$1.00). Excellent fringe benefits including air transportation, moving expenses, housing supplement. Position to be filled as soon as possible. **Deadline for applications: Oct. 28.** Send letter of interest, resume, and names of 3 references to: **SAS Search, 155 N. Harbor Dr., #4710, Chicago, IL 60601.**

SPECIAL LIBRARY

Conservator, Virginia Historical Society, Richmond. *RESPONSIBILITIES:* Plan, initiate comprehensive conservation program for rare book collections. Establish in-house conservation facility and perform a variety of conservation treatments. Coordinate collection maintenance and treatment programs with staff, consultants, and master bookbinder. *QUALIFICATIONS:* Graduate degree in library science, archival administration, conservation or related field, with one yr.'s bench experience in a preservation program preferred. *SALARY:* $25,000–$27,000 depending on qualifications and experience, including excellent benefits. 12-mo. position, funded by DOE grant beginning January 1989. **Applications must be postmarked by Oct. 31.** Send letter of application, resume, and names of 3 references to: Paulette Thomas, **Virginia Historical Society, POB 7311, Richmond, VA 23221-0311.** The Virginia Historical Society is an equal-opportunity employer.

Manager, minimal-level cataloging project (search reopened). The Library of the Getty Center for the History of Art and the Humanities seeks manager for 4-yr. project to produce minimal-level catalog records for 200,000 volumes in the library's unprocessed backlog. Responsible for: shaping project within the context of the intellectual goals of the center; hiring, training, and supervising 8 FTE; managing daily operation of the project; reviewing materials for processing; determining work assignments; ensuring bibliographic quality of the records; statistical reporting and budget preparation. Qualified candidate will be considered for extended employment. The center is an institution dedicated to advanced research in the history of art, broadly defined as an integral part of human history and society. Its goals are to cross the traditional boundaries imposed on academic institutions, and to bring together scholars from around the world to reexamine the meaning of art and artifacts within past and present cultures and to reassess their importance within the full scope of the humanities and social sciences. The resources for such scholarship, housed in the center's library, photo archive, and Archives of the History of Art, are multidisciplinary with a particular focus on the history of the visual arts in Western civilization. *MINIMUM QUALIFICATIONS:* ALA-accredited MLS. Demonstrated supervisory experience with emphasis on training/revision, good interpersonal and communication skills, and proven organizational skills. Professional descriptive cataloging experience including firm knowledge of AACR2 and earlier codes, bibliographic searching techniques, authority control, and MARC coding. Significant experience with major bibliographic utility (RLIN preferred). Reading knowledge of 2 or more modern European languages, esp. Spanish or German. BA, preferably in art history or the humanities. Salary commensurate with experience and qualifications. Salary range is currently: $24,800–$34,800. **Applications received by Nov. 1 will be given first consideration.** Send letter of application, resume, and the names and addresses of 3 current, confidential references to: Personnel Coordinator, **The Getty Center for the History of Art and the Humanities, 401 Wilshire Blvd., Suite 400, Santa Monica, CA 90401.**

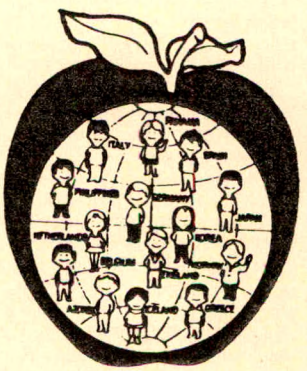
STATE AGENCY

Librarian IV. State of Arizona, Department of Library, Archives, and Public Records, Phoenix. Hiring range: $26,887–$40,690. Reqs. 4 yrs.' exp. as a professional librarian, one of which must have included supervisory experience. Prefer MLS and at least one year as administrator or director of a public library. Call or write to: Tonie Griffin, **Arizona State Personnel Division, 1831 W. Jefferson, Phoenix, AZ 85007; 602-255-5482.**

TEACH OVERSEAS

The Department of Defense Dependents Schools is recruiting for qualified school librarians for schools at grades K–12. The positions are located in 20 countries. Applicants must possess a BA degree, with a minimum of 18 semester hrs. of coursework in professional education. One yr.'s recent professional experience is a selection factor. Current entry salaries range from $19,270 to $32,720. **If you wish initial consideration for the following school year, your application must be postmarked by Jan. 1, 1989.** For additional information regarding qualification requirements, salary, and benefits, send a postcard to:

Department of Defense
Dependents Schools
2461 Eisenhower Avenue
Alexandria, VA 22331
Attn.: Teacher Recruitment
Dept. 1R



AN EQUAL OPPORTUNITY EMPLOYER

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• OKINAWA (Japan) • PHILIPPINES • PANAMA • BRITISH WEST INDIES • JAPAN • KOREA •

• ENGLAND • ICELAND • NETHERLANDS • NORWAY • SCOTLAND • AZORES • BAHRAIN • GREECE •

CONSUMER CLASSIES

FOR SALE

CARD CATALOG CABINETS: Oak, 72-drawer, excellent condition. 65″ H x 41″ W x 18″ D. $150 each. McIntyre Library, Univ. of Wisconsin–Eau Claire, Eau Claire, WI 54702-4004; 715-836-3715.

***NATIONAL UNION CATALOG,* 1964–82.** You pay shipping. Contact: Millie Walden, Texas Instruments, POB 869305, MS-8432, Plano, TX 75086; 214-575-3063.

CONTEMPORARY LITERARY CRITICISM, Vols. 1–30. Excellent condition. Contact: Benicia Public Library, 144 E. G St., Benicia, CA; 707-745-2612.

ATTENTION: CHILDREN'S LIBRARIANS. 27 Magical storyhours incorporating irresistible elementary science experiments. *STORY-TIME SCIENCE* by trend-setting author Virginia Baeckler. Send $10 to Sources, Dept. C-104, 26 Hart Ave., Hopewell, NJ 08525.

INSTANT LIBRARY: 35,000 new books 40–70% off list price. Comprehensive collections of new scientific, technical, medical, and scholarly subjects. Art, behav. sci., business, computers, chemistry, education, history, medicine, natural science, physics, political sci., psychology, urban studies, zoology, and more. All titles new (1983–88) and current. No secondhand or remainders. Partial catalogs available. Travel expenses paid to Washington, D.C., for librarians purchasing $10,000 or more from existing stock. For details, contact: Professional Books, P.O. Box 298, Alexandria, VA 22314.

WANTED

WANTED TO BUY: *CONTEMPORARY AUTHORS.* Contact Benicia Public Library, 144 E. G St., Benicia, CA 94510; 707-745-2612.

WANTED TO BUY: U.S. GOVERNMENT SERIAL SET volumes—19th century. We can pay cash or arrange trade for duplicates or discards. Art Source International, 1655 Walnut St., Suite 200, Boulder, CO 80203; 303-444-4080.

THEOLOGICAL BOOKS AND PERIODICALS for seminary library. Jim Stitzinger, 23800 Via Irana, Valencia, CA 91355; 818-909-5625 or 805-259-2011.

PURCHASING. Geology, Hydrology, Paleontology. Singles or complete sections. Albert G. Clegg, Bookseller, POB 306, Eaton Rapids, MI 48827.

OUT-OF-PRINT BOOKS

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DATEBOOK: events & educational opportunities

New listings. Other upcoming events appear in recent Datebook columns.

Beverly Goldberg, ed.

October

15: *Core Curricula* reg'l. conf., Iona Col., New Rochelle, N.Y. Info.: E. Menze, Dean, School of Arts & Science, Iona Col., 10801 (914-633-2208).

16-17: *Women in Ed'l. Administration: Aspirations & Initiative* conf., U. Nebr., Lincoln. Info.: Marilyn Grady, Dept. of Ed. Admin., 1212 Seaton Hall, U. Nebr., 68588-0638 (402-472-3726).

16-19: Medical LA/Midwest Chapter annual mtg., Hilton-on-the-Circle, Indianapolis, Ind. Theme, "Keeping on the Fast Track." Info.: Harold Shaffer, Indiana Univ., School of Medicine Lib., Medical Science Bldg. Rm. 122, 635 Barnhill Dr., 46223 (317-274-1407).

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17-18: *Planning for Integrated Systems* prog., Wisconsin Center, Madison. Spons., U. Wis.–Madison/SLIS/CE Services. 2.2 CEUs available. Fee, $175. Info.: Darlene Weingand, SLIS, UW-Madison, 600 N. Park St., 53706 (608-262-6398).

18-19: *Lib. Bldg.* conf., Quality Hotel, Columbus, Ohio. Spons., Ohio LA/Management & Administration Div. Theme, "Lib. Bldgs.: Start to Finish." Info.: J. Riegel, Pres.-Elect, OLA, Wagnalls Mem'l. Lib., 150 E. Columbus, Lithopolis 43136 (614-837-4765).

18-21: *The Global Responsibility of Law Lns.* conf., U. Tex. at Austin. Info.: Tarlton Law Lib., U. Tex. at Austin, 727 E. 26th St., 78705-5799 (512-471-7726).

19-20: *Business Ref.* prog., N.C. Archives/State Lib. Bldg., Room 211, Raleigh. Spons., N.C. Central U./SLIS. Fee, $45. Info.: D. Smith, SLIS, NCCU, Durham 27707 (919-683-6485).

19-21: Mountain Plains LA; Nebraska Ed'l. Media Assn.; Nebraska LA triconf., Holiday Inn Central, Omaha. Theme, "Preservers of the Past, Shapers of the Future." Info.: J. Edelen, Exec. Secy., MPLA, c/o I. D. Weeks Lib., U. of S.D., Vermillion, SD 57069 (605-677-6082).

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0509-223059 (in U.K. only)

19-21: *Renewal, Reflection, & Response* annual conf., Saratoga Springs, N.Y. Spons., Cont'g. Ed. Assn. of N.Y. Info.: R. Peruggi, Dean of Adult Ed., CUNY, 535 E. 80th St., New York 10021 (212-794-5429).

19-23: *Nat'l. Preservation* conf., Cincinnati, Ohio. Spons., Nat'l. Trust for Historic Preservation. Info.: NTHP, 1785 Massachusetts Ave. N.W., Washington, DC 20036 (202-673-4141).

19-23: *Visual Literacy* conf., Va. Polytechnic Inst. & State U., Blacksburg. Spons., Int'l. Visual Literacy Assn. Info.: M. Moore, 316 Gym, Va. Tech., 24061 (703-961-5545).

20: Assn. of Jewish Libs./N.Y. Metro. Area Chapter semi-annual conf., New York (N.Y.) Pub. Lib., 5th Ave. & 42nd St. In conj. w/ NYPL exhibit, "Sign & a Witness: 2,000 Years of Hebrew Books & Illuminated Mss. in the NYPL Collection." Fee, $10. Info.: M. Stein (914-948-3111) or E. Nussbaum (212-427-1000 x334).

20: *Shareware* prog., J. E. Shepard Lib., N.C. Central U., Durham. Spons., NCCU/SLIS. No previous microcomputer exp. req'd. Info.: see Oct. 19–20.

20-21: *Going it Alone: Managing the One-Person Lib.* seminar, Ann Arbor, Mich. Spons., Special LA. Fee, $200 SLA mem.; $240 nonmem. Info.: K. Wayre, Prof. Development Section, Special LA, 1700 18th St. N.W., Washington, DC 20009 (202-234-4700).

20-21: *Humanities & Technology* conf., North Atlanta (Ga.) Hilton. Spons., Southern Col. of Technology. Info.: R. Recoulley or S. Morrow, Humanities & Social Sciences Dept., Southern College of Technology, Marietta 30060.

20-21: *Off-Campus Lib. Services* int'l. conf., Charleston, S.C. Spons., Central Mich. U. Libs.; Extended Degree Program of CMU. Fee, $190. Info.: M. Garrett, 315 Park Lib., CMU, Mount Pleasant, MI 48859 (517-774-3408).

20-24: *Papermaking by Hand in America* conf., Ind. U. at Bloomington. Cospons., Friends of the Lilly Lib.; Friends of Dard Hunter Paper Museum. Info.: Friends of the Lilly Lib., Lilly Lib., Ind. U. at Bloomington, 47405 (812-335-9666).

21: *Lib. Service to Daycare Centers* prog., Forsyth County Pub. Lib., Winston-Salem, N.C. Spons., N.C. Central U./SLIS. Fee, $20. Info.: see Oct. 19–20.

21-23: *Acad. Leadership Inst.,* Washington, D.C. Spons., Amer. Assn. of State Colleges & Univs. Info.: N. Rendino, AASCU, Suite 700, One Dupont Circle, 20036-1192 (202-293-7070).

22: *Winners & Losers—The YA Version: A Closer Look at 1987's Top-Rated Books For YAs* prog., Rm. 212, School of Communication, Info. & Lib. Studies, Rutgers U., New Brunswick, N.J. Spons. Rutgers U./SCILS. Fee, $20. Info.: J. Varlejs, SCILS, Rutgers

U., 4 Huntington St., 08903 (201-932-7169).

22-24: Assn. of Mental Health Lns. annual mtg., Hyatt Regency, New Orleans, La. Theme, "The 3 R's Revisited: Research/Roles/Resources." Fee, $65 AMHL mem.; $80 nonmem. Info.: R. Stilman, Pres. AMHL, c/o Institute of Community & Family Psychiatry Lib., Sir M.B. Davis Jewish General Hospital, 4333 Cote Ste. Catherine Rd., Montreal, Que. H3T IE4, Canada (514-340-8210).

22-28: *Leadership for a New Century: A Prof. Development Opportunity for Women in Acad., Student, & Fiscal Higher Ed. Admin.* inst., Phoenix, Ariz. Cospons., Ariz. State U.; Nat'l. Inst. for Leadership Development. Info.: C. Desjardins, Nat'l. Inst. for Leadership Development, 640 N. First Ave., 85003 (602-223-4292).

23-25: New England LA 25th annual conf., Sheraton Sturbridge (Mass.) Resort. Theme, "Silver Jubilee." Fee, $25 RILA mem.; $40 nonmem. Info.: M. Rupert, NELA Conf. Mgr., 49 Governor Wentworth Rd., Amherst, NH 03031.

23-26: *Computing Across the College Spectrum: The Community College & the Computer* conf., Royal York Hotel, Toronto, Ont. Spons., League for Innovation. Info.: J. Birch, Prog. Manager, Conf. & Seminar Services, Humber Col., 205 Humber College Blvd., Etobicoke, Ont. M9W 5L7, Canada (416-675-3111).

24-25: *Writing Statements of Work & Specifications for Technical Contracts* short course, Nat'l. Grad. U., Arlington, Va. Info.: D. Smith, NGU, 1101 N. Highland St., 22201 (703-527-4800).

24-28: Int'l. Visual Literacy Assn. annual mtg., Blacksburg, Va. Info.: A. Walker, IVLA, c/o Instructional Development Learning Resource Center, Va. Polytechnic Inst. & State U., Old Security Bldg., Blacksburg 24061 (703-961-5879).

25: *Media Collections & Use* prog., Americana Hotel, Lake Geneva, Wis. Spons., U. Wis.–Madison/SLIS/CE Services. .8 CEUs available. Fee, $110. Info.: see Oct. 17–18.

25-28: EDUCOM '88 conf., Washington (D.C.) Hilton & Towers. Theme, "Campaign for Excellence: Ed., Gov't., Industry." Info.: EDUCOM, POB 364, 777 Alexander Rd., Princeton, NJ 08540 (609-520-3343; BITNET: CONF88@EDUCOM).

25-28: *Resource Management Institute: Financial Skills for Lns.* prog., Nashville, Tenn. Spons., Assn. of Research Libs./Office of Management Services. Fee, $450. Info.: Training Asst., OMS, ARL, 1527 New Hampshire Ave. N.W., Washington, DC 20036 (202-232-8656).

25-28: Wisconsin LA annual conf., Americana Resort, Lake Geneva. Theme, "Connections: Libs. Linking." Info.: F. Miracle, Administrator, WLA, 1922 University Ave., Madison, WI 53705 (608-231-1512).

26-27: *Essentials of Strategic Planning & Marketing* wkshp., Indianapolis, Ind. Spons., Council for Advancement & Support of Ed. (CASE). Info.: CASE, Suite 400, 11 Dupont Circle, Washington, DC 20036 (202-328-5900).

26-27: *Optical Storage of Documents & Images* annual conf., Arlington, Va. Info.: Rothchild Consultants, 256 Laguna Honda Blvd., San Francisco, CA 94116-1496 (415-681-3700).

26-28: *Introduction to Planned Giving* wkshp., Tampa, Fla. Spons., Council for Advancement & Support of Ed. (CASE). Info.: see Oct. 26–27.

26-28: Museum Computer Network annual conf., Los Angeles, Calif. Info.: Museum Computer Network, POB 111, East Winthrop, ME 04343.

26-28: *Writing Winning Proposals* wkshp., Tampa, Fla. Spons., Council for Advancement & Support of Ed. (CASE). Info.: see Oct. 26–27.

26-29: Southeastern LA; Virginia LA jt. conf., Norfolk, Va. Theme, "The Creative Spirit: Writers, Words, & Readers." Fee, $55 SELA, VLA mem.; $70 nonmem. Info.: C. Medori, Exec. Secy., Southeastern LA, POB 987, Tucker, GA 30084 (404-939-5080).

26-30: Amer. Folklore Society annual mtg., Hyatt Regency Hotel, Cambridge, Mass. Info.: AFS, 1703 New Hampshire Ave. N.W., Washington, DC 20009 (202-232-8800).

27: *Keeping Current in the Profession* fall mtg., Yankee Silversmith Inn, Wallingford, Conn. Spons., Connecticut LA/Ref. & Adult Services Section. Info.: N. Haag, Nyselius Lib., Fairfield U., N. Benson Rd., Fairfield 06430-7524 (203-254-4044).

27-28: *Effective Market Research* wkshp., Indianapolis, Ind. Spons., Council for Advancement & Support of Ed. (CASE). Info.: see Oct. 26–27.

Wanted: Seminar planners for government documents program

Cosponsors, planners, and speakers are sought by IFLA's Government Information and Official Publications Section to help organize a training seminar on government publications.

Designed for Latin American librarians, the program will be modeled after government publications seminars IFLA has given in French-speaking Africa and the Pacific. IFLA plans to offer similar training in English-speaking Africa as well.

Interested organizations or individuals should contact: **Bernadine Hoduski, U.S. Congress Joint Committee on Printing, Washington, DC 20510 (202-224-5953)** or **Barbara Ford, Trinity University Library, 715 Stadium Dr., San Antonio, TX 78284 (512-736-8121).**

COMING UP

Executive Board Nov. 2–3, 1988

ALA Midwinter Meeting
Washington, DC Jan. 7–12, 1989

ACRL National Conference
Cincinnati, OH April 5–8, 1989
Phoenix, AZ April 1–4, 1992

National Lib. Week April 9–15, 1989

ALA Annual Conference
Dallas, TX June 24–29, 1989

AASL National Conference
Salt Lake City, UT Oct. 19–22, 1989

PLA National Conference
San Diego, CA March 20–23, 1991

27-28: North Carolina Assn. of School Lns. conf., Hyatt Hotel/Benton Conv. Center, Winston-Salem. Theme, "Info. Power: A Partnership for Tomorrow." Info.: L. Benson, Media Dir., High Point City Schools, 900 English Rd., High Point 27260 (919-885-5161).

28: *Books Kids Will Sit Still For: A Crash Course in Creative Uses Of Children's Lit. for Lns. & Teachers* prog., Room 101, School of Communication, Info., & Lib. Studies, Rutgers U., New Brunswick, N.J. Spons., Rutgers U./SCILS. Fee, $25. Info.: see Oct. 22.

28: Maryland Ed'l. Media Organization; Maryland LA/Children's Services Division jt. conf., Loch Raven High, Towson. Theme, "Partnerships to Motivate, Inspire, & Lead." Info.: L. Mathieu, 6200 Johnnycake Rd., Baltimore 21207.

28: *Planning Collections for the 1990s: A Quantitative View of the Present & a Look Toward the Future* fall mtg., Wesleyan U., Middletown, Conn. Spons., Conn. LA/Col. & U. Section. Info.: M. Berry, Exec. Dir., CLA, 638 Prospect Ave., Hartford 06106 (203-232-4825).

28-29: *Role of Youth Services in an Info. Society* prog., Americana Hotel, Lake Geneva, Wis. Spons., U. Wis.–Madison/SLIS/CE Services. 2.2 CEUs available. Fee, $170. Info.: see Oct. 17–18.

28-31: Archives–Libs. Cmte. fall mtg., McCormick Hotel, Chicago, Ill. In conj. w/ African Studies Assn. fall mtg. Info.: M. Kraehe, Ch., c/o Collection Development Dept., Alderman Lib., U. Va., Charlottesville (804-924-4989).

30–Nov. 1: Arkansas LA annual conf., Camelot Hotel, Little Rock. Theme, "Literacy Is Our Business." Info.: F. Ivey, Exec. Dir., ALA, Suite 330, 1-Spring Bldg., 72201 (501-372-1424).

30–Nov. 2: Info. Industry Assn. annual conf., Omni-Shoreham, Washington, D.C. Theme, "From Vision to Payoff: Breakthroughs to Growth." Fee, $745 IIA mem.; $945 nonmem. Info.: Mtgs. Dept., Info. Industry Assn., 555 New Jersey Ave. N.W., Suite 800, 20001 (202-639-8262; Fax: 202-638-4403).

31–Nov. 2: Data Processing Management Assn. conf., Dallas, Tex. Info.: DPMA, 505

DATEBOOK continued on next page.

Busse Highway, Park Ridge, IL 60068-3191 (312-825-8124).

November

1-3: *SCAN-TECH '88* int'l. show & seminar, McCormick Place N., Chicago, Ill. Spons., Automatic Identification Manufacturers (AIM). Info.: AIM, 1326 Freeport Rd., Pittsburgh, PA 15238 (800-338-0206; in PA only 412-963-8588; TWX: 315186 AIM PGH; Fax: 412-963-8753).

1-4: *How to Market Meetings* seminar, St. Petersburg Beach, Fla. Spons., Marketing Federation. Info.: K. Youngman, Marketing Federation, 7141 Gulf Blvd., 33706 (813-367-5629).

2: *Orientation For New Youth Services Lns.* prog., N.C. Archives/State Lib. Bldg., Raleigh. Spons., N.C. Central U./SLIS. Theme, "Your State Lib., Your Assn., Your Community." Fee, $30. Info.: see Oct. 19–20.

2-3: *Authortalk/Booktalk Children's Author* symposium, Holiday Inn Holidome, Hutchinson, Kans. Cospons., South Central Kans. Lib. System; Friends of Hutchinson Pub. Lib. Info.: T. Christner, Hutchinson Pub. Lib., 901 N. Main, 67501 (316-663-5441).

2-4: Iowa LA annual conf., Scheman Center, Ames. Info.: N. Stovall, Exec. Asst., ILA, 823 Insurance Exchange Bldg., Des Moines 50309 (515-243-2172).

2-4: Online AV Catalogers annual conf., Pacifica Hotel & Conf. Center, Culver City, Calif. Theme, "Decision Making for AV Catalogers." Fee, $45 OAVC mem.; $55 nonmem. Info.: B. Tong, 1711 Glendon Ave., Los Angeles 90024 (213-825-7557).

2-5: Medical LA/Southern Chapter annual mtg., Omni Jacksonville (Fla.) Hotel. Theme, "The Shape of Things to Come." Info.: S. Woods, Lib., Box J-206, U. Fla. Health Science Center, Gainesville 32610.

3-4: *Getting Started w/IBM Microcomputer Lib. Software* prog., Wisconsin Center, Madison. Spons., U. Wis.–Madison/SLIS/CE Services. 1.5 CEUs available. Fee, $210. Info.: see Oct. 17–18.

3-5: Acad. LA of Ohio; Ohio Ed. Lib. Media Assn./Ohio LA first concurrent conf., Ohio Center & Hyatt Regency Hotel, Columbus. Theme, "Growing into the Future Together." Fee, $55 ALAO, OELMA, OLA mem.; $70 nonmem. Info.: B. Mitchell, Exec. Dir., OLA, 40 S. 3rd St., #230, 43215 (614-221-9057).

3-5: Virginia Ed'l. Media Assn. annual conf., Pavillion Tower, Virginia Beach. Info.: R. Buck, Radford U., Radford 24142 (703-831-5189).

4-5: Assn. for Black Cultural Ctrs. annual conf., W. Va. U., Morgantown. Info.: Frederick L. Hord, Ctr. for Black Culture, W. Va. U., 26506 (304-293-7029).

4-5: *Computers & Schooling: Content & Structure* conf., Teachers College of Columbia U., New York, N.Y. Info.: Office of CE, Box 132, Teachers Col., Columbia U., 10027 (212-678-3147).

4-6: History of Ed. Society; American Ed'l. Studies Assn. mtg., Toronto, Ont. Info.: R. Hiner, Prog. Committee Ch., c/o Dept. of History, U. of Kans., Lawrence, KS 66045 (913-864-3569).

6-9: Annual Allerton Inst., Chancellor Hotel & Conf. Ctr., Champaign, Ill. Spons., U. Ill. at Urbana-Champaign/GSLIS. Info.: GSLIS, UI-UC, 410 David Kinley Hall, 1407 W. Gregory Dr., Urbana 61801 (217-333-3280).

6-11: *Adv. Management Skills Institute,* Charleston, S.C. Spons., Assn. of Research Libs./Office of Management Services. Fee, $550. *Adv. regis. req'd. Enrollment limited.* Info.: see Oct. 25–28.

9: *Annual Gillard Lecture,* St. John's U., Jamaica, N.Y. Spons., SJU/DLIS. Eileen Cooke, dir. of ALA's Washington (D.C.) Office, to speak. Theme, "Capitol Outlook: New Beginnings." Info.: E. Corry, O.S.F., Dir., DLIS, SJU, 11439 (718-990-6200).

9-11: *Development for Acad. Deans* wkshp., Bethesda, Md. Spons., Council for Advancement & Support of Ed. (CASE). Info.: see Oct. 26–27.

9-11: Int'l. Reading Assn./Southeast Reg'l. conf., Charleston Place, Charleston, S.C. Theme, "A Life Time, Past Time." Fee, $25 IRA/S.E. mem.; $35 nonmem. Info.: J. Wilhide, S.C. Dept. of Ed., 801 Rutledge Bldg., Columbia 29201 (803-734-8384).

9-11: *Major Donor Research* wkshp., Baltimore, Md. Spons., Council for Advancement & Support of Ed. (CASE). Info.: see Oct. 26–27.

9-11: South Carolina LA annual conv., Hilton Hotel, Myrtle Beach. Theme, "Pro Publicus Bonum: Libs. & Info. for the Public Good." Info.: B. Callaham, Dir., S.C. State Lib., POB 11469, Columbia 29211 (803-734-8666).

9-12: Int'l. Reading Assn./Southwest reg'l. conf., State House Conv. Ctr., Little Rock, Ark. Theme, "Reading: Catch the Sparkle." Fee, $45 IRA/S.W. mem.; $50 nonmem. Info.: S. Wombel, #15 Oneida, Sherwood 72116 (501-490-2000).

10-11: *The Art & Science of Deaning: Managing the Acad. Enterprise* seminar, Higher Ed. Resource Ctr., Providence, R.I. Info.: HERC, 3539 W. 50th Ave. Parkway, Denver 80221-1099 (303-458-4044).

10-11: *Preservation Principles, Strategies, & Planning* prog., Wisconsin Center, Madison. Spons., U. Wis.–Madison/SLIS/CE Services. 2.2 CEUs available. Fee, $160. Info.: see Oct. 17–18.

10-12: *Quality & Access: How Are We Doing* int'l. assembly, Radisson Hotel, Denver, Colo. Spons., Council for Adult & Experiential Learning. Info.: B. Raske-McAdam, CAEL, Suite 203, 10840 Little Patuxent Parkway, Columbia, MD 21044 (301-997-3535).

11-16: California LA annual conf., Fresno Conv. Center & Holiday Inn. Theme, "Libs.: Uniting Cultures through Knowledge." Info.: CLA, 717 K St., Suite 300, Sacramento 95814-3477 (916-447-8541).

12: *Self-Study of Acad. Lns.* prog., CE Center, Rutgers U., Douglass Campus, N.J. Spons., Rutgers U./SCILS. Fee, $105. Info.: see Oct. 22.

13-15: Ed'l. Media Assn. of New Jersey; New Jersey LA; New Jersey Lib. Trustee Assn. jt. fall conf., Hyatt Regency Hotel, New Brunswick. Theme, "Info. Power: Our Image & Our Roles." Info.: S. Berkelhammer, Hillsborough High School, Raider Blvd., Belle Mead 08502 (201-874-4200 x47).

13-15: Rhode Island LA annual conf., Providence Marriott. Theme, "New Challenges, New Directions." Info.: RILA, 150 Empire St., 02903.

14: *Choosing a Serials Control System: The View from Tech Services* prog., Yankee Silversmith Inn, Wallingford, Conn. Spons., Conn. LA/Resources & Technical Services Section. Info.: see Oct. 28.

14-16: *Computers on Campus: Integrating Institutional Resources* conf., U. Tampa, Fla. Spons., U. S.C. & U. Tampa. Info.: Computers on Campus, Div. of CE, U. S.C., 900 Assembly St., Columbia 29208 (803-777-2260).

15-18: *Basic Management Skills Institute,* Tucson, Ariz. Spons., Assn. of Research Libs./Office of Management Services. Fee, $375. *Adv. regis. req'd. Enrollment limited.* Info.: see Oct. 25–28.

18-19: *Classification in the Computer Age: A Conversation across the Disciplines* int'l. conf., Desmond Americana Inn, Albany, N.Y. Cospons., U. at Albany–SUNY/School of Info. Science & Policy; Forest Press. Fee, $220. Info.: Class. Conf. Coord., SISP, U. at Albany–SUNY, 135 Western Ave., 12222 (518-442-5115).

December

6-8: *INFOMATICS '88* conf., Hong Kong. Spons., Int'l. Info. Management Congress (IMC). Theme, "Explore New Products & Applications for Document Management:. Capture, Storage, & Retrieval." Info.: IMC, 345 Woodcliff Dr., Fairport, NY 14450 (716-383-8330; Fax: 716-383-8442).

Win a micro to celebrate Computer Learning Month

To focus attention on Computer Learning Month this October, CLM organizers are sponsoring 13 different drawings with computers as grand prizes.

With software programs offered as second prizes, contest rules require entrants to share micro applications with either children or adults. Of special note are the categories for computer-generated newsletter/storybook and artwork promoting computer use. Both the individual winners of these two categories and their designated organizations will receive grand and second prizes.

In its second year, Computer Learning Month has 120 sponsors and is a nonprofit subsidiary of the Software Publishers Association.

Entries for most contests must be postmarked by Nov. 15. Request contest details from: **Computer Learning Month, POB 60007, Palo Alto, CA 94306-6007.**

Consumer's Almanac, cont. from p. 772

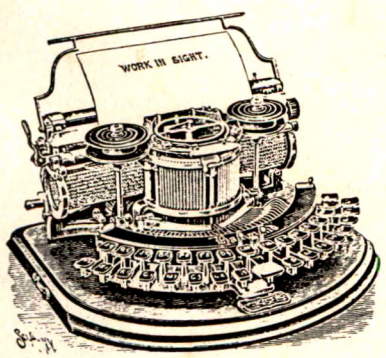
OCLC lands big fiche. Agreement between British-based Chadwyck-Healey Ltd., and OCLC will result in the addition of more than 200,000 original records to the OCLC database. These records will represent a collection of 19th-century books and pamphlets being republished on microfiche. The collection includes materials covering British, colonial and international political studies, economics, transport and communication, commerce and industry, philosophy and aesthetics, and beliefs and religion. For more information, contact Susan Severton, (703) 683-4890.

Two more SUNY libraries, the Health Sciences Center, in Syracuse, and the College of Optometry in New York City, have joined TOPCAT. The Carlyle, Inc., shared system links eight member libraries with a combined 1.3 million MARC records.

Talking big markkaa. VTLS (Virginia Tech Library System) is the online system choice of the government of Finland to link 27 academic and research libraries throughout the country. The software, and the 22 Hewlett-Packard 3000 computers it drives will cost a lot of markkaa—about 51,480,000—or $12 million.

More than just Amigos? AMIGOS Bibliographic Council, Inc. and CLASS, the Cooperative Library Agency for Systems and Services, have agreed to swap services. CLASS, the broker of RLIN services to non-RLG libraries, will make RLIN search services, including access to the Central Bibliographic, Authorities, and Special data bases, available to AMIGOS members. AMIGOS will offer magnetic tape maintenance, retrospective conversion, and Collection Analysis Service to CLASS members.

OOPA! Congressional Information Service has purchased UPA, University Publications of America. UPA is a scholarly micropublishing firm founded in 1974 that currently has more than 500 titles available on a variety of subjects. The UPA imprint will continue to be used.



Oregon State and San Francisco State universities have selected ALOHA integrated library systems from Advanced Libraries & Information, Inc. (ALII) of Honolulu. The firm's semi-annual newsletter notes that in Hawaiian, the word ali'i means royal or noble.

> "...Economize on quantity rather than quality. Have fewer things if necessary in order to have them better....Make your library attractive and your library helpers happy, thereby using your income in such a way that the city and the city fathers will be inclined to vote you more, for to him that spendeth judiciously, more shall be given."
>
> —From "Library Administration on an Income of from $1,000 to $5,000 a Year," *Public Libraries*, Oct. 1905.

Cleveland State University has chosen the NOTIS System to automate library services for University and Law Libraries.

Rochester Institute of Technology has contracted with Innovative Interfaces, Inc., for INNOVACQ and INNOPAC systems, with OCLC interface, circulation, public access, cataloging, acquisitions and serials check-in.

Blackwell North America has signed on with Yale University to provide authority control to Yale's MARC file of some 780,000 records in preparation for loading records into the new OPAC. The edited records will be loaded into the library's NOTIS system.

'Phasing out. The Resource Sharing Alliance of West Central Illinois, Inc. (RSA), has reached an agreement with now-defunct DataPhase Systems, Inc. Both parties agreed to no further claims against each other.

The settlement provides that DataPhase will ensure provision of some contracted software and services by UTLAS, the vendor that purchased the ALIS III system some time ago. Both parties pronounced themselves satisfied with the agreement. According to an announcement by RSA, neither party desired a "messy and expensive lawsuit" which could have dragged on for years.

Brodart has been awarded a contract to create Missouri's state-wide database on CD-ROM. The first version of the database, which will serve to locate ILL materials, is scheduled to be in operation in September 1988, with the first update set for January 1989.

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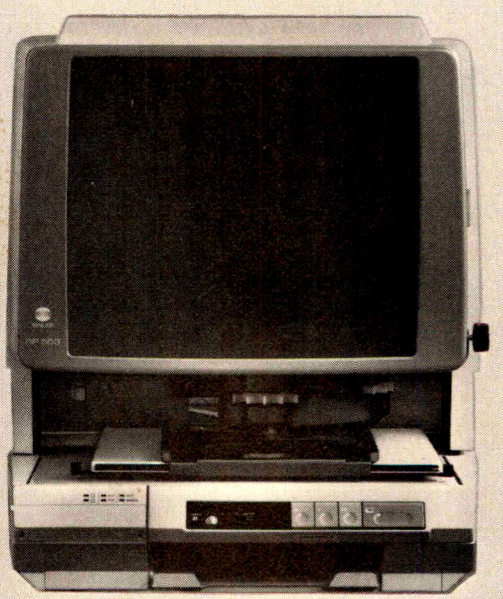
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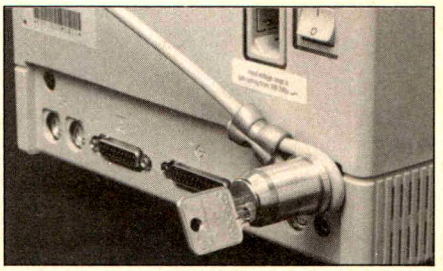
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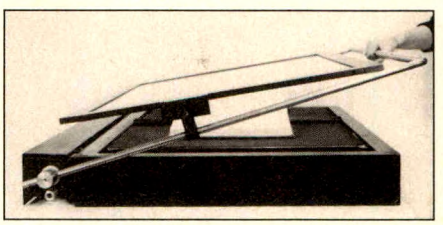
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A peck of pictured products



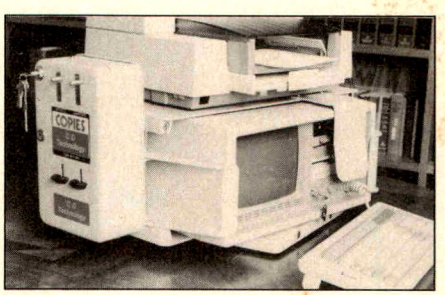
Key to security

Claimed to be a major improvement to microcomputer theft prevention, the CPU Lock II system uses pick-and-drill-resistant Medeco high security locks, and locks the CPU cover independent of the 10-inch cable. Base price is $59.95. Contact MPPi, Ltd., 2200 Lehigh Ave., Glenview, IL 60025, or call 312-998-8401.



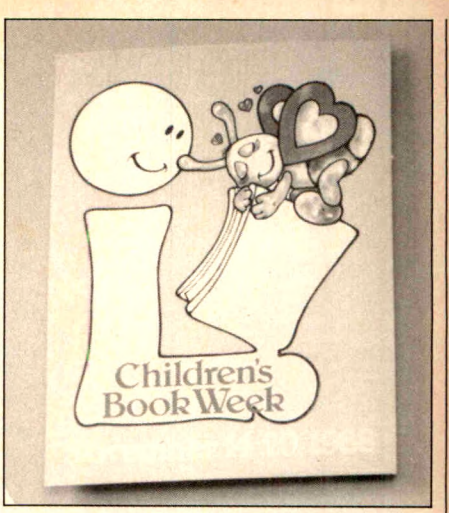
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Designed with the assistance of librarians and archivists, the Amitech Book Cradle is said to be a one-of-a-kind: It allows for preservation or other microfilming of books in a highly productive and nondestructive manner. Page spreads are brought gently to a level plane, and springs make the glass coverplate "weightless." For planetary cameras; comes in two sizes. Write Amitech Corp., 2721-E Merrilee Dr., Fairfax, VA 22031, or call 703-698-5057.



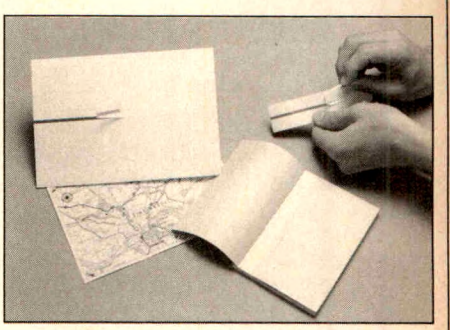
Coin-op PC packages

Shown is one of two IBM/MS-DOS compatibles in a well-secured configuration of PC, printer, and coin-operated power control. The Anchor Pad "CD InfoMachines" come in an 80286-chip high-speed version with HP Deskjet laser printer ($7,999) and an XT-compatible with Thinkjet printer ($2,699). Write Anchor Pad International, 4483 McGrath St., Ventura, CA 93003, or call 1-800-4-ANCHOR (1-800-6-ANCHOR in California).



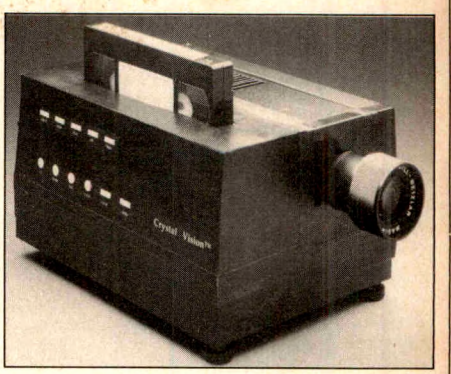
Just in time

Nov. 14-28 is Children's Book Week, and Demco has some 100 new aids for publicity to tie in or to use later. Call 800-356-1200 for a quick catalog.



Book repair made fun and easy

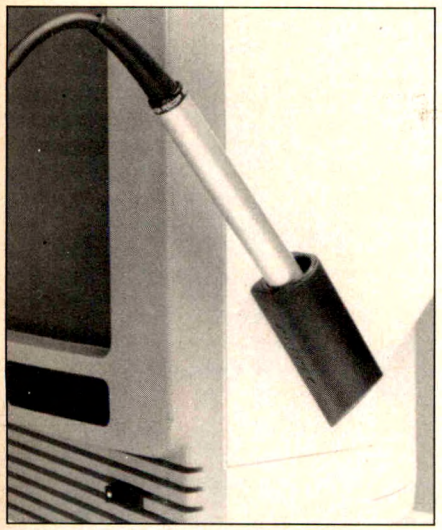
Trying to align adhesive laminating film and repair tape can take the mirth out of book repair. But Kent Adhesive Products Co. (Kapco) has a cleverly designed strip that allows placement before the going gets sticky. Kapco's trade names suggest more fun: Peel-n-Place, Easy Bind, and Easy Lam. Write Kapco, POB 626, Kent, OH 44240-0626, or call 800-843-5368.



Coming to a screen near you

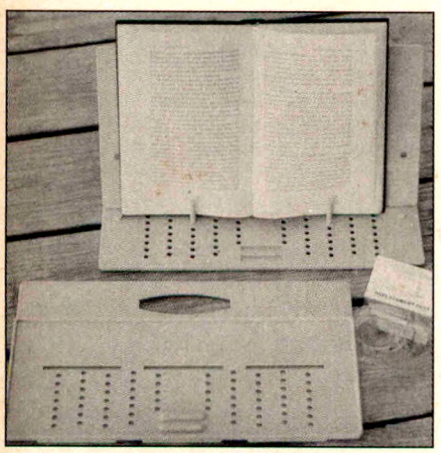
Comtrex International is heralding its easily portable (six-pound) "breakthrough" video projector that uses advanced liquid crystal display technology to project a sharp color

TV image up to 10 feet. Two versions tie in to camera or VCR input; a third (about $2,995) adds a self-contained video tape unit. Not yet available at the corner store, it's a product to watch and consider for library possibilities. Additional information: Comtrex, POB 1450, El Toro, CA 92630; telephone: 714-855-6600.



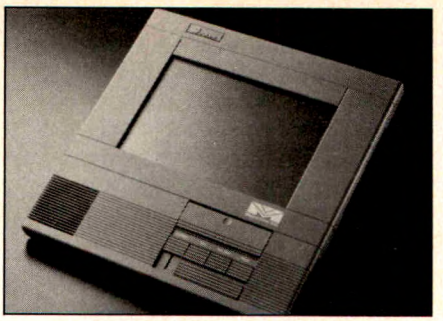
A firm wand holder

Okay, so your biggest problem in life isn't where to hang the barcode reader wand, digitizing wand, or light pen between uses. But wouldn't it be swell to have a simple, secure, rattle-free holder? PERCON's universal wand holder is the answer, says PERCON, and for four bucks you can see for yourself. Write PERCON at 2190 W. 11th Ave., Eugene, OR 97402, or call 503-344-1189.



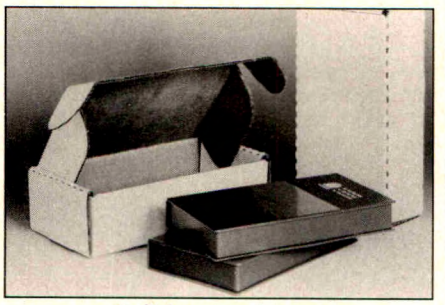
"Better book holder"

As long as there are books, someone will try to design the better book holder. Norman Roberts believes he has invented the best, and at least two organizations serving the physically handicapped seem to agree. As can be seen above, the holder accepts any thickness book and secures the pages without binding them down. Lucite models cost $15.95, gray plastic $12.95, add $2.95 shipping for either, from the Roberts Book Mark Co., 3038 N. Federal Highway, Times Sq. Bldg. H, Ft. Lauderdale, FL 33306. Phone: 305-563-6155.



Projecting Mac images

Place Dukane's MagniView 342 on any transmissive overhead projector; link it to a Macintosh, Mac+, or Mac SE—and voila! Images from the computer are projected in vivid blue on a light blue background. Just 3.5 pounds, the unit has adjustment controls and allows for surface writing with a transparency pen. For info: Dukane Corp., 2900 Dukane Dr., St. Charles, IL 60174, or 312-584-2300.



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Plastic Reel Corp. says it is "happy" to announce a corrugated mailer for shipping two videocassettes. To share the happiness, call PRC at 201-933-5100, 312-942-1950, or 818-504-0400.



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In the News, cont. from p.754

U.K.'s Preservation Office tackles security. The National Preservation Office, an independent body created and funded by the British Library, has expanded its role to encompass the security of libraries and archives and their collections.

The NPO will provide an information and advisory service on security, offering seminars and training courses and producing publications aimed at librarians, archivists, and booksellers. The office will also conduct a feasibilty study to evaluate the need for and cost of a central register of stolen or "missing" items.

"Most of our inquirers seem pleased to find a central information point for all preservation problems," said National Preservation Officer Patricia Chapman. "We hope they will now find a central forum for security issues just as useful."

Buffalo librarians sign three-year contract. The Librarians Association of the Buffalo and Erie County (N.Y.) Public Libraries approved a labor contract in late August giving librarians a 13.5% salary increase over three years.

The contract provides for a 4% increase in 1988 and 4.75% increases in 1989 and 1990, the same terms negotiated by the county's other unions. However, librarians will now get the same time-and-a-half for overtime that other unionized county employees have already received. In addition, librarians who are on standby at all times will get "beeper pay" of $25 per week, and Sunday pay for more than four hours will be an hour more than the time actually worked.

Massive MIRLYN at Michigan. After five years of development, the University of Michigan's MIRLYN system has gone online, allowing users to search more than 800,000 of the library's records from over 200 terminals around campus as well as from personal computers. The database is expected to contain over 2 million records by 1991, when the library staff hopes to have the entire collection converted.

The system also serves as a gateway to the new M-Link project, which electronically links the university's library with seven public libraries around the state.

MIRLYN uses Northwestern University's NOTIS system, which has also been chosen by the other "big five" research libraries in the state: Michigan State, Wayne State, Detroit Public, and the Library of Michigan in Lansing. Plans call for all five libraries to eventually share data and access one another's holdings. □

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The Cataloger's Lament

or

A modest proposal for the total elimination of public services librarians

by William E. Benemann

LET ME BEGIN BY SAYING that some of my best friends are public services librarians. They have children to feed, mortgage payments to make, vacations in Mazatlan to rest up for. They are, in most ways, normal human beings, and they can hardly be blamed if the chief requirement for their job is a Pepsodent smile and the hide of a rhino. Even so, I think of public services librarians as the Vanna Whites of this profession: attractive, amiable, and ultimately unnecessary.

When I first contemplated writing an essay on the natural superiority of technical services librarians, I recalled the admonition of Nick Carraway's father: "Whenever you feel like criticizing anyone, just remember that all the people in this world haven't had the advantages that you've had." The thought didn't stop me from criticizing, but the need to quote accurately gave me an excuse to reread the opening chapter of *The Great Gatsby*, which is always a pleasure, don't you find?

This essay had its genesis in an incident that occurred just this morning. I happened to be near the circulation desk when a patron asked for the *Weekly Compilation of Presidential Documents*. He was told, "They're around J 80." He walked away, apparently satisfied. I stood there, paralyzed with perturbation.

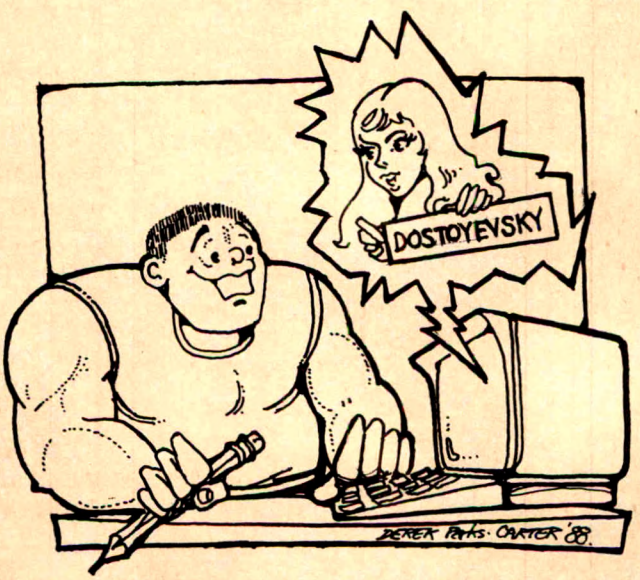
The fact that the answer was correct is no excuse. A really helpful librarian would have forced the poor man to use the public catalog. I sometimes wonder why I bother to sweat blood trying to interpret *AACR2* 1.6B2 if some joker in public services is then going to slight the fruits of my labor. And my fruits are frequently slighted with much more dastardly results. I have heard student assistants tell patrons, "That's in the Federal Section" (which limits the search to about 25,000 volumes), or, even better, "It's downstairs." *That* helpful tip is like telling someone Los Angeles is somewhere east of Reno.

The problem, of course, is not that people in public services are egomaniacs who want to prove that they have the entire collection on the tips of their honeyed tongues. The problem is not that patrons would rather have information spoon-fed to them with a smile and a wink, rather than make the slightest effort to help themselves. No, the problem—as every cataloger knows—is Fear of Filing.

Let's admit it: to the average filer, the *ALA Filing Rules* must seem the work of some Dickensian clerk who was rejected by the Rosicrucians and decided to wreak his wrath on the world by creating a code so arcane that it makes the Cabala seem user-friendly. Card catalogs have a critical mass of about 20 drawers. Fewer than that, and there is a theoretical chance that you might stumble upon the title you are seeking. More than 20, and the laws of probability are against you. Instead of boxes of scratch paper, we should put boxes of bread crumbs on top of the catalog, to give unwary patrons a fighting chance of finding their way out alive.

If even that vaunted individual, the Career Cataloger, sometimes has trouble, how can we expect a mere reference librarian to find "Mace, Myles" in a catalog that follows the "files-as-if" rule for Mc's?

(If you don't know what I'm talking about, *I rest my case.*)



Benemann's "user-friendly" public-access-catalog terminal.

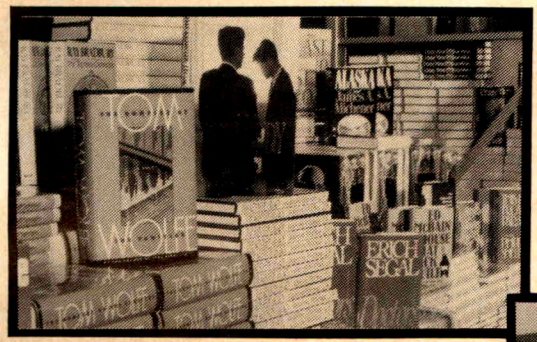
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William E. Benemann is (not surprisingly) a technical services librarian at Golden Gate University Law Library in San Francisco.

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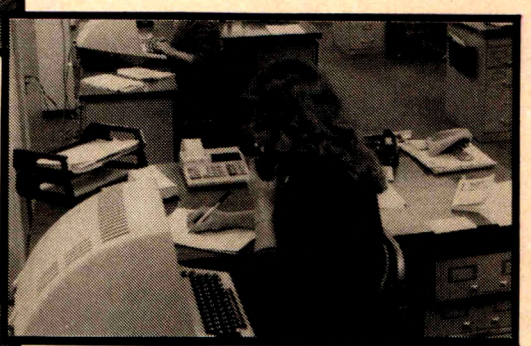


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Cataloger's lament

My library has been planning for the imminent arrival of its PAC, so I have done a lot of thinking about what features would be truly an aid to our patrons; what features would electronically bridge that synapse between indexer and information user; what features would, in short, render public services librarians as obsolete as punch-card rods.

My first idea is to equip each terminal with earphones. Part of the cataloging process would then become the production of an audiotape that would be activated in response to whatever the patron types in at the terminal. What harried student, far from home, would not warm to a motherly voice saying, "Why, honey, I'm *so proud* that you know Samuel Clemens' real name. But you know, sweetheart, we're cataloging books under 'Mark Twain' now. And are you getting enough to eat?" Imagine the delight of the captain of the football team when he hears a breathy starlet cooing, "My, that certainly is an *interesting* way to spell Dostoyevsky. Here, let me give you what you want..."

Of course, each terminal would have to be equipped with user-specified gender selectors (though here in San Francisco we're pretty laid-back about those kinds of things). Catalog departments would need to establish a whole new set of criteria for job applicants: The question would not be, "Have you ever used *LCSH?* but rather, "Can you do Jackie Onassis?"

Catalog departments would have to establish a whole new set of criteria for job applicants: The question would not be, "Have you ever used *LCSH*?" but rather, "Can you do Jackie Onassis?"

It might also be helpful to have terminals that responded to oral commands, obviating entirely the need for patron literacy (can *you* spell Dostoyevsky?). Then that problem patron can wheeze into the microphone and let the *machine* figure out what he's saying. The terminals would need to be adjusted for regional accents, of course; otherwise, just think what an East Ender might pull up at Dallas Public, or what an Alabama debutante might discover in the Bronx.

Think of the possibilities

Better yet, the terminals could be designed to respond to mental commands. Let the patron conjure up the image of what he or she wants to read about, and then think it onto the screen. You want horses, think of horse. You want zebras, give it stripes. You want geographic subdivisions, stick it in the Serengeti.

There would be no need of authorized headings. It would not matter if the thought was of fireflies, lightnin' bugs, or *coleoptera lampyridae*. The result would be the same: an enlightened patron.

Obviously, what we need to have installed at the front desk is a user-friendly, interactive, intelligent, compassionate, perceptive, and reliable mindreader.

And come to think of it, we have a couple of those out there already. □

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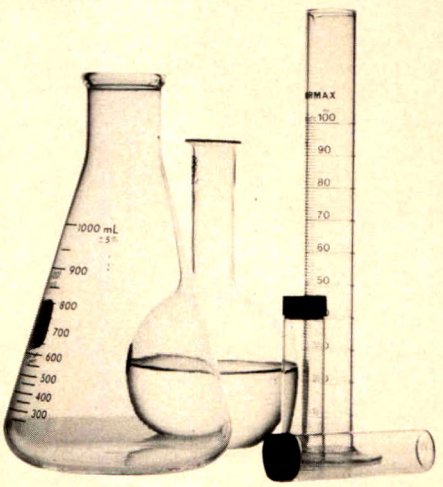
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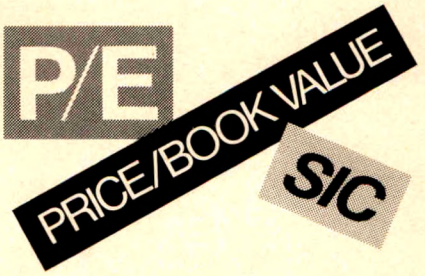
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ala and you



THE GUADALAJARA BOOK FAIR is coming up Nov. 23–Dec. 4, and a goodly number of U.S. librarians are taking Margaret Chisholm's advice to attend. The former ALA president was among those calling last year's inaugural fair "a must" for colleagues involved with Hispanic-interest literature, literacy, librarianship, publishing, or bookselling. The Guadalajara International Book Fair (Spanish acronym: FIL) offers the world's largest display of Spanish-language books and other media. The fair also sponsors multinational seminars (Nov. 23–25) for librarians and teachers. ALA is a participating association. Write FIL, A.P. 39–130, Hidalgo 1417, 44170 Guadalajara Jal., 44170, Mexico, or call Maricarmen Canales at 36-25-86-62. For info on a group package out of California, call Fred Dobb, Calif. State Dept. of Ed., at 916-445-9318).





ALA'S NATIONAL TELEVISION PROGRAM continues as *Library Video Magazine* presents five new segments for fall. Hosted by Nora Rawlinson (l.) from the ALA Annual Conference in New Orleans, the latest *LVM* (vol. 2, no. 4) features a profile of a "lonesome" librarian who brings literacy to barge workers and others along the Mississippi; an adventurous acquisition of rare South Vietnamese films by the Library of Congress; a look at Library, Pa., where citizens are fighting for their town library (above, rt.); a preview of ALA's 1989 campaign to publicize professional librarians; and a visit to a research library set in one of the world's foremost botanical gardens.

For previews or subscription information, contact Donna Kitta, ALA Video, 50 E. Huron St., Chicago, IL 60611 (800-545-2433, ext. 450).

U.S.S.R. and ALA librarians exchange library lit

At Annual Conference in New Orleans, Lenin State Library Director Nikolai S. Kartashov presented 300 Soviet library books to ALA as a thank-you gift for hosting the 12-member U.S.S.R. delegation. Kartashov, who headed the Russian group at the joint seminar in Washington, D.C. (*AL*, Sept., p. 654), later received preservation documents from the Resources and Technical Services Division.

In presenting the gift books to the ALA Executive Board July 12, Kartashov explained that the publications cover all the main aspects of Soviet library activity. He displayed several titles, among them *Lenin and the Organization of Librarianship in the U.S.S.R.*, a bibliography called *Life in Struggle*, and his own book, *The Development of Library Territorial Complexes.*

ALA Immediate Past President Margaret Chisholm acknowledged the presentation and said the works would be added to the permanent collection at the ALA Headquarters Library, available for interlibrary loan to whomever wishes to borrow them. "They will remain forever as a symbol of the cooperation and friendship between ALA and the U.S.S.R," Chisholm said.

Outgoing RTSD President Marion T. Reid and RTSD International Relations Committee Chair Merrily A. Smith presented copies of the documentation for the RTSD Preconference on Management Strategies for Disaster Preparedness to the Soviet delegation in New Orleans. The Russian librarians were in Washington during the preconference, but Reid and Smith cited the Leningrad fire that devastated much of the National Academy of Sciences of the U.S.S.R. library last February.

Lee and Kobasa resign from publishing staff

Two veteran members of Publishing Services will leave ALA in September to accept positions in private firms.

Joel Lee, senior manager of Information Technology Publishing for the last two years, will depart Sept. 16 to become marketing manager for Auto-Graphics, Inc., of Pomona, Calif., in October.

Lee came to ALA as Headquarters librarian in October 1977 and was appointed the first manager of ALANET, ALA's electronic information service, in 1983. He also edited the 1982 *Who's Who in Library and Information Services* and served as associate editor of the 1980 and 1986 *ALA World Encyclopedia of Library and Information Services.*

At Auto-Graphics, Lee will market and promote the firm's CD-ROM catalogs and other database products for libraries. The ALA Information Technology Publishing services and projects will continue under the direction of Rob Carlson and Mary Mills.

Paul Kobasa, who joined ALA in May 1983 as marketing manager for the books publishing program, has been assistant Publishing Services director for marketing since 1985. His marketing responsibilities include *American Libraries*, *Booklist*, books, and Information Technology Publishing.

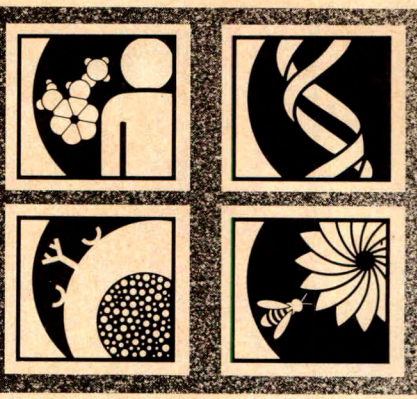
Kobasa resigned effective Sept. 23 to accept the newly created position of manager of market planning in the Direct Response unit of World Book, Inc., in Chicago.

Gift from *EB*

To support the Coalition on Government Information in its freedom of information programs and the Office for Library Outreach Services (OLOS) in expanding literacy activities, Encyclopaedia Britannica, Inc., recently donated $5,000 to ALA.

"Freedom of information and literacy are major current priorities of the Association and the library profession, and we greatly appreciate this gift," ALA Executive Director Thomas J. Galvin said in acknowledging the donation. The $5,000 will be divided equally between the ALA Washington Office and OLOS.

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ATTENTION-GRABBER. To publicize the 1988 ALA theme, "The card with a charge. . . Use your library," Maplewood (Mo.) Public Library Director Michele Seipp persuaded a high school art teacher to propose painting the library's wall of 15 windows as a class project. Seipp provided the graphics; the high school, the paint and seven young students. The 35-foot-panel on a main road to St. Louis attracted favorable comments from motorists.

Come to Chicago in March for *Very Best* Workshops

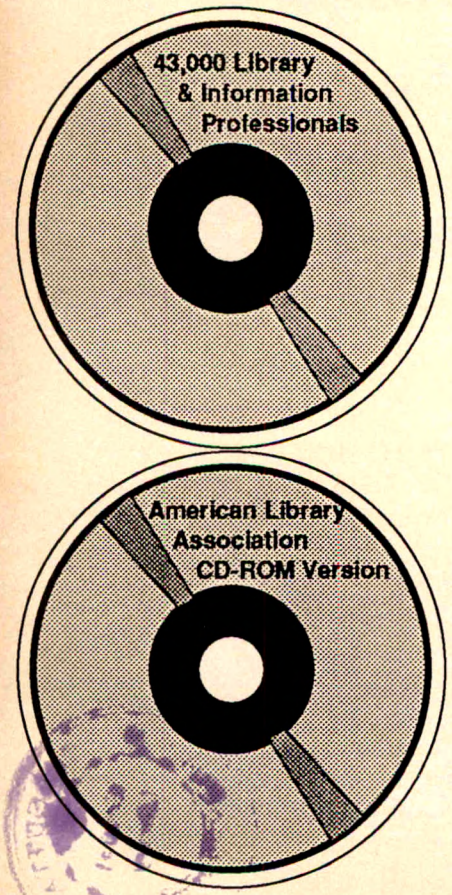
Only public librarians and trustees who want the *very best* are urged to come to the Public Library Association workshops at the Chicago Hilton Hotel in March, according to an advertisement being prepared at Headquarters.

At Annual Conference the PLA Board approved the concept of holding clusters of continuing education workshops in the years the division does not schedule a national conference.

The six 1989 workshops, titled Staff, Public Relations, Collections, Reference Service, Political Communications, and Buildings, will be held in one place at one time to give conviviality to the educational programs, according to PLA Executive Director Eleanor Jo Rodger. Details and registration will be available Oct. 15. Request information from the *Very Best* Workshops, PLA.

Proctor and Holley to speak at ACRL national conference

Samuel D. Proctor, clergyman, educator, and author, and Edward G. Holley, ALA past president, will be among the speakers at the Association of College and Research Libraries (ACRL) Fifth National Conference in



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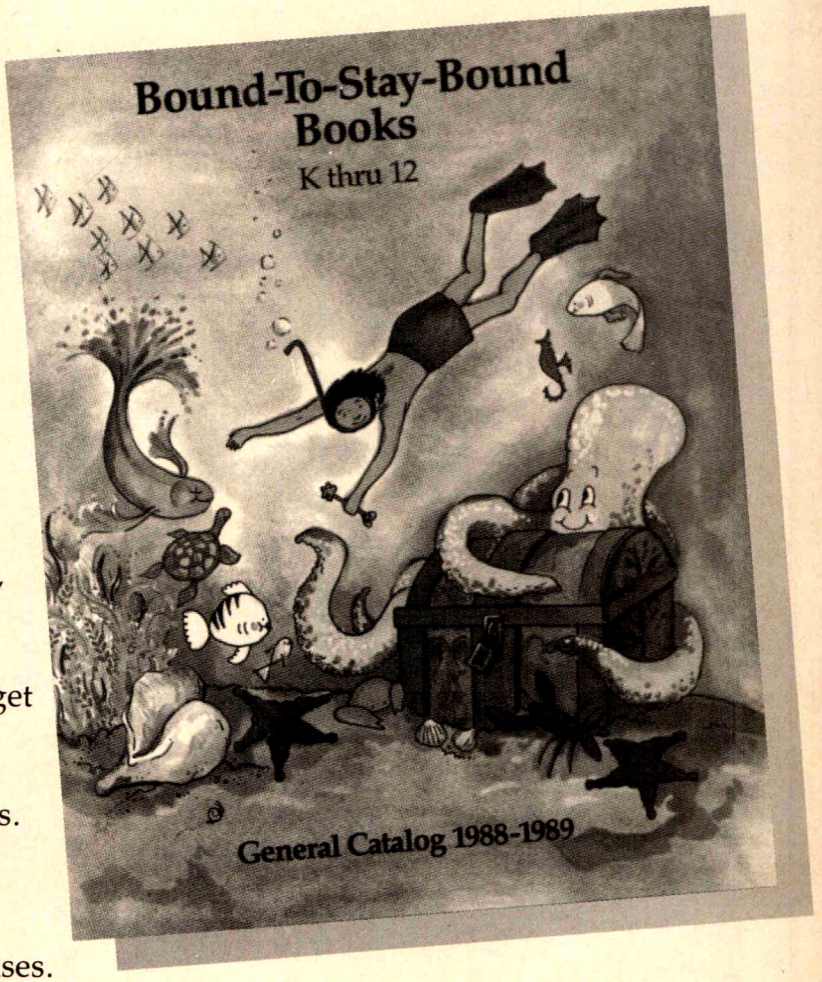
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Proctor, Martin Luther King professor emeritus at Rutgers University Graduate School of Education, keynoted an ACRL workshop for librarians from Historically Black Colleges and Universities in October 1987. A former president of Virginia Union University and North Carolina A & T University, he also served as former director of the Peace Corps. His books include *The Young Negro in America* (Association Press, 1966) and *Sermons from the Black Pulpit* (Judson, 1984).

Holley, ACRL Academic or Research Librarian of the Year 1988, will speak at a luncheon honoring all ACRL past presidents and executive secretaries and directors. He will discuss ACRL's 50 years of contributions to the profession.

The conference theme, "Building on the First Century," marks the 100th anniversary of the founding of ALA's College Library Section, which became the ACRL division in 1938. Next year is also the 50th anniversary of *College & Research Libraries*, the ACRL bimonthly, and the 25th anniversary of *Choice*, the book review journal. Conference Cochair Martha Alexander Bowman promises: "We plan on celebrating all our anniversaries at the conference."

For more information, contact ACRL at Headquarters.

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"Best gift" card campaign enlists hundreds of thousands

Public Information Office Director Linda Wallace estimates that hundreds of thousands of children and adults have been enrolled since the national library card effort began Sept. 16, 1987. On that date, every child at the Norrisville Elementary School registered with the Harford County (Md.) Library (*AL*, Nov., p. 812).

As the campaign sponsored by ALA and the National Commission on Libraries and Information Science (NCLIS) nears its first anniversary and the first National Library Card Sign-up Month begins this month, Wallace and her staff are toting up the results of Year I.

Libraries across the country adopted the theme, "The Best Gift You'll Ever Give Your Child—A Library Card," after Secretary of Education William J. Bennett officially launched the campaign in the Washington, D.C., Mall in October. Many librarians adapted campaign ideas directly from the ALA tip sheet, Wallace reports, and others came up with ideas of their own, such as a school dance with library cards required for admission.

In some cases, the campaign inspired a change in library policy. The Fresno County (Calif.) Public Library dropped its requirement that children sign their own names; now a parent's signature will suffice. The Free Library of Philadelphia now allows new registrants to check out materials immediately rather then waiting for the card to be mailed.

Random results

The New York Public Library signed up more than 60,000 new users during the first six weeks of its campaign beginning during National Library Week.

The Louisville (Ky.) Public Library registered more than 50,000 "card-carrying readers" and aimed its September campaign at private school students. A special Kentucky Library Association promotion brought 11,777 new borrowers to 58 other libraries in the state. The effort was funded in part by the $1,000 Grolier National Library Week Award and also received support from the Kentucky Tourism Commission, the General Telephone Co., the Kentucky Press Association, grocery stores, and cable TV.

The Missouri State Library campaign generated 44,275 postcards from school children with stickers saying "I use my Missouri library card" and giving the name of a favorite book. The Cape Girardeau (Mo.) Public Library increased registration by 43 percent among students in grades K-6 with sign-up activities during Children's Book Week. One elementary school registered 700 children, increasing its percentage of cardholders from 7.5 to 60, according to a local newspaper.

During March, 352 children in San Mateo, Calif., received library cards, a 150% increase. Activities included a coloring contest judged



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British dissertations are available in three formats — paper (softbound/hardbound), microfiche, or microfilm. Full-text copies of dissertations filmed from January 1988 forward are available from UMI; all others from The British Library Document Supply Centre.

Several of the participating universities require completion of a Thesis Declaration Form (TDF) for each dissertation title ordered. This applies only to those dissertations with order prefix "D-". British dissertations purchased through UMI will follow The British Library's worldwide pricing structure.

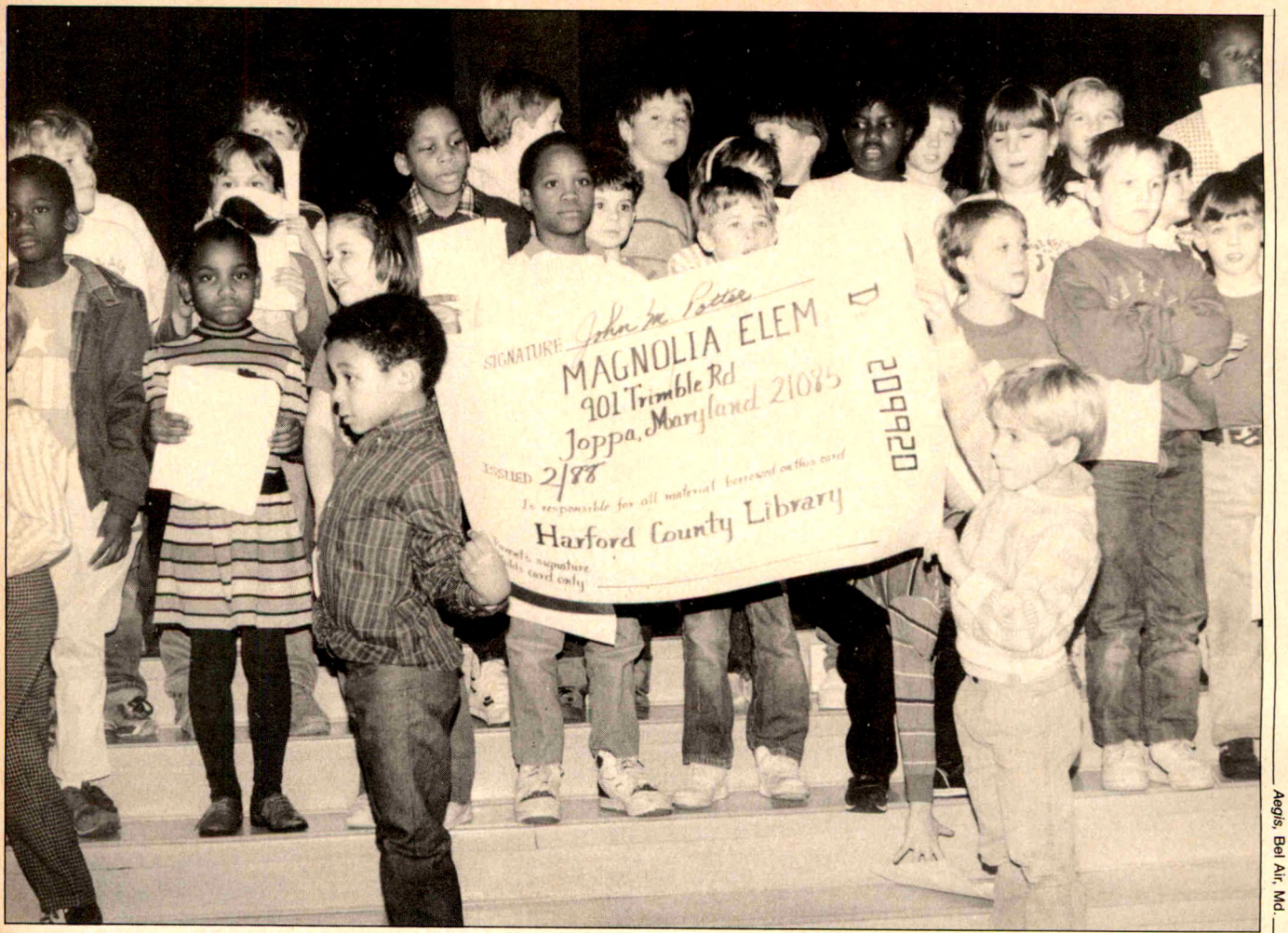
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Aegis, Bel Air, Md.

Second graders at Magnolia Elementary School, Bel Air, Md., celebrate the library card campaign by presenting this "unlosable" specimen to their principal. Judy Fieldhouse is the schools' library media specialist.

by Morrie Turner, creator of the *Wee Pals* comic strip.

"One very small school situated in the mountains with only the bookmobile visiting them now has every child and teacher with library cards," reported Douglas County (Ore.) Library System Children's Librarian Aletha Cox.

Librarian Linda Risden of the Monmouth County (N.J.) Library Holmdel Branch said that the city's second graders had signed up 100%. "We hope to continue this yearly activity with second grades. Many of the children have visited the library with parents and siblings, thus increasing communication with the school system," Ridden said.

PIO Director Wallace requests campaign reports and evaluations from all libraries. Write ALA Public Information Office, Attention: Library Card Campaign, 50 E. Huron St., Chicago, IL 60611. □

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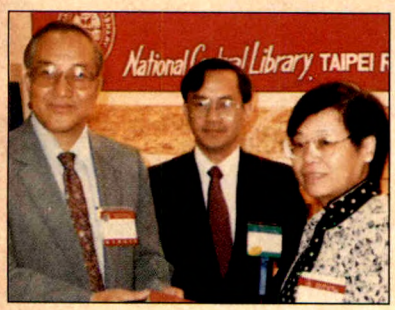
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A CHECKLIST OF RECENT ANNOUNCEMENTS







Books from China. . . Smokey Robinson sings for UM library. . . friendship doll turns 60

Cheers!

☐ Smokey Robinson was live on stage in Montana to raise funds for the **University of Montana's** Maureen and Mike Mansfield Library. The concert was sponsored by UM's Associated Students to publicize the library's needs and raise money for library materials.

☐ The Republic of China's National Central Library in Taiwan recently presented 430 books to **Ohio University** (Athens). Hwa-wei Lee, director of libraries at Ohio University (rt.), Kung Huang, of the Republic of China Coordination Council for North American Affairs, and Teresa Wang Chang, head, Bureau of Publications at the National Central Library, are pictured at the presentation ceremony at ALA's Annual Conference in New Orleans.

☐ Scarlet-dressed Miss Iwate recently celebrated her 60th year at the **Birmingham (Ala.) PL.** Originally sent to the library as part of a goodwill exchange in 1927, the Japanese doll has been featured in the Birmingham press as well as in Japanese papers. Few of the original friendship dolls survived World War II, but Miss Iwate is in perfect condition.

☐ **Avery Library** (of Columbia University) staff celebrated recently when student assistant Susie Marples entered record number 50,000 to the the Online Avery Index to Architectural Periodicals, a specialized database of RLIN. The staff has been selectively indexing articles about architecture and related fields since 1979.

☐ The first issue of **Houston Public Library**'s *BST Direct Line*, a newsletter directed at the local business community, has generated 100 requests for new company library cards. Brenda P. Tirrell, manager of the Business, Science & Technology Department, hopes the newsletter will boost awareness of resources. Endowment funds cover the costs. Some 12,000 copies were distributed to members of the Greater Houston Chamber of Commerce, known users, and target groups throughout the area.

☐ When she checked out *The Guide to Home Appliance Repair*, Helen Braddy became the "One in a Million" patron of the **Queens Borough (N.Y.) Central Library.** David Bosca, manager of the central library, congratulated Braddy, who was randomly selected from the library's patrons. The occasion marked the first time that Central Library's circulation reached one million items in a single year.

☐ **Des Moines PL** has registered its 100,000th library card holder since going online with the NOTIS system in June 1986. Library Director Elaine Estes presented the title-holder Joni Ferguson with a certificate in recognition of the occasion.

☐ New facilities: **Kansas City (Mo.) PL** opened its first new branch in 25 years. The facility is named for prominent civil rights leader and current editor of the *Kansas City Call*, Lucile H. Bluford. ☐ **DeKalb County (Ga.) PL** recently opened the Reid H. Cofer Library in Tucker, the library system's first new space in 22 years. Fifteen new branches and seven expansions are also planned in 1991.

☐ **Multnomah County (Ore.) Library** circulation is up six percent this year. Residents are checking out books, records, cassettes, videos, cameras, and art at an annual rate of 7.5 items per person. Sarah Ann Long, library director, says circulation will increase even more when the catalog goes online in 1989. ☐ **Fairfax County PL** posted circulation gains of 16 percent this year, making it one of the busiest systems in the country for its size. The 725,000 residents borrowed 8.2 million books, magazines, and tapes from the 22-branch network. Director of Libraries Edwin S. Clay III attributes increases to a combination of population growth and marketing techniques such as advance purchase of adult titles.

☐ **The Detroit PL** National Automotive History Collection recently moved into its renovated quarters at the main library. For the first time, all one million cataloged items are housed together. Friends of the DPL raised funds from Chrysler, Ford, and General Motors.

☐ In August, 10 public high school students celebrated completion of a special work progam at the **Cleveland State University Library.** Through the Summer Youth Employment Program, CSUL received federal funds to train the students and familiarize them with an academic setting to spark their interest in higher education.

☐ Anniversaries: **Multnomah County Central Library** celebrated its 75th year in September with a month of historical programs and exhibits. ☐ For its 50th, the **Alderman Library at the University of Virginia** added its three millionth book, Diderot's *Enclyclopedie.* ☐ Iowa Gov. Terry E. Brandstad declared June 30 **State Library of Iowa** Sesquicentennial Celebration Day, pointing with pride to "Iowa citizens who read more books per capita than any other state in the Union." ☐ For its 75th anniversary, **Edmonton PL** received gifts from Baker & Taylor, Utlas, Inc., the Allard Foundation, and the Consulate General of Japan.

—Susan J. Carton

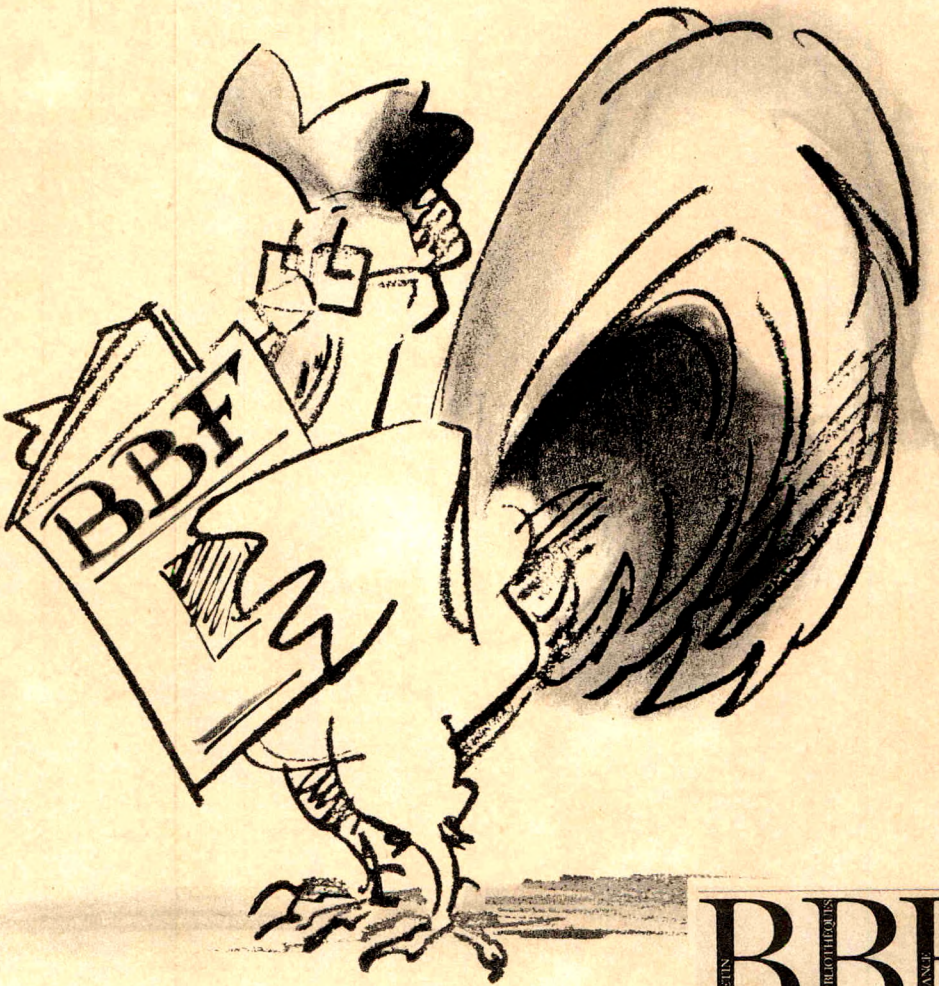
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☐ **By Oct. 28:** Special Libraries Association scholarships for library graduate study—three general for $6,000 each; one affirmative action for $6,000; a $1,000 ISI grant for a beginning doctoral candidate; and a $1,000 Plenum award for doctoral students with approved dissertation topic. Write Scholarship Committee, SLA, 1700 18th St., N.W., Washington, DC 20009, or call 202-234-4700.

☐ **By Jan. 15:** NEH travel grants of $750 for humanities research in remote libraries, archives, or museums during the June 1-Nov. 1 period. Contact the Travels to Collections Program, Div. of Fellowships and Seminars, Rm. 316, National Endowment for the Humanities, 1100 Pennsylvania Ave., N.W., Washington, DC 20506 (tel: 202-786-0463).

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action exchange

Night Owl service; borrowing agreements

Q. What public libraries provide telephone reference service either "before hours" or "after hours," i.e., beyond the times when the library is normally open? ***Glenna Reynolds, Head of Adult Services, Dayton and Montgomery County Public Library, 215 E. Third St., Dayton, OH 45402.***

A. Arlington Heights (Ill.) Memorial Library operates a Night Owl Reference Service which operates from 9 p.m. until 1 a.m., Monday through Friday, and 5 p.m. until 1 a.m. on Saturdays and Sundays. The service is staffed by one librarian and one library assistant and was initiated about two years ago with an LSCA grant. Night Owl is now a cooperative service, with 24 member libraries throughout Illinois subscribing for an annual fee of $1,000. The service is handled by call forwarding (for example, Springfield residents dial a local number and are forwarded to Night Owl in Arlington Heights). *Joy Kenney, Head of Reference, Arlington Heights Memorial Library, 500 N. Dunton Ave., Arlington Heights, IL 60004-5966.*

Q. What academic libraries have agreements to provide borrowing privileges and other services to other colleges apart from consortium arrangements? What formulas are used to determine fees? ***Richard Pantano, Library Director, New Hampshire College, 2500 N. River Rd., Manchester, NH 03104*** **(*AL*, May, p. 350).**

A. The Berkeley School, Westchester, N.Y., signed an agreement late last year with nearby Manhattanville College that allows Berkeley students full borrowing privileges upon presentation of a current Berkeley student identification card. The initial agreement is for one year, renewable by mutual consent. In return for access privileges, the Berkeley School pays a predetermined fee per student enrolled at the time the agreement is signed. Manhattanville's library staff conducts orientations for students, and books may be placed on reserve by Berkeley faculty. *Lynn E. Randall, Director, Learning Resources Center, Berkeley School, 44 Rifle Camp Road, West Paterson, NJ 07424.*

A. Eighteen academic libraries of Long Island, N.Y. are part of the voluntary Research Loan Program, administered by our 3 R's council for many years. The program permits onsite use and borrowing privileges for our students on a need basis. The student's home library is required to indicate a specific subject area and time frame for borrowing privileges. Participants guarantee return or replacement of materials. No fees are levied.

The institutions involved in the program include two-year and four-year public colleges, private colleges, and universities.

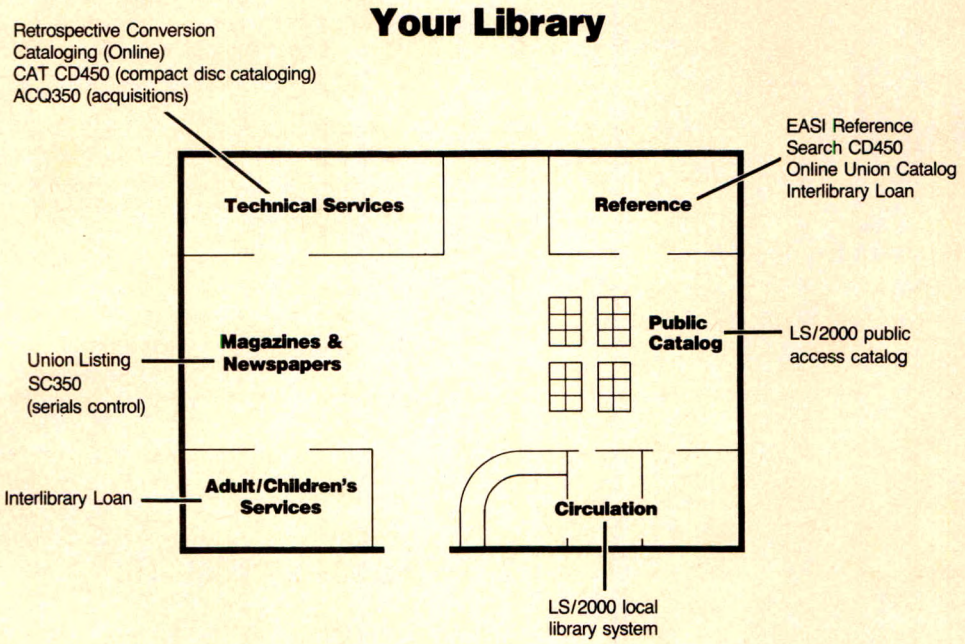
Faculties have been granted reciprocal borrowing privileges independent of the RLP.

In addition the State University of New York established an "open access" program in the early 1970s to permit students at its 64 campuses to use and borrow materials when they were in other parts of the state. While this is a voluntary program, almost all campus libraries are currently participants. Once again, no fees are levied for normal use. *Professor Arthur L. Friedman, Chair, Library, Nassau Community College, Garden City, NY 11530-6793.*

Q. Does anyone in a university research library make use of an interactive videodisc system as an orientation/

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instructional tool for users? ***Susan Roosevelt, AV Coordinator, Homer Babbidge Library, University of Connecticut, Fairfield Ave., Storrs, CT 06268.***

A. The Harvey A. Andruss Library Interactive Video Disk Orientation, the only such program of which I am aware, is described in "Instructive Library Orientation through Interactive Video," in the *LOEX Proceedings of 1987* (Pierian Press, Fall, 1988). The documentation, to be available from ERIC (ED# not yet assigned), will be listed in the August or September issues of *Resources in Education.* *William J. Frost, Reference Collection Librarian, Harvey A. Andruss Library, Bloomsburg University, Bloomsburg, PA 17815.*

Over to you

1. Which libraries (or larger institutions) have written policies regarding any aspect of patron privacy (patron records, patron behavior, media visits in the library or on campus, etc.)? (Ohio)

2. The terminals used in our automated circulation system emit signals that make our 3M Book Detection system inoperative. We can't relocate our circ. desk or detection system. Have any libraries solved this problem? (N.Y.)

3. Has any library coordinated serial holdings with a CD-ROM index such as ERIC or Wilsondisc so that search hits actually in the library serial holdings are flagged or highlighted in some way? What are the possibilities or problems with this idea? (N.Y.)

Please send replies to Action Exchange

Added A's to previous Q's

• In response to the query on software programs to schedule individuals working on the reference desk (*AL,* April, p. 259), we would like to note that the Business Administration and Social Sciences Reference at Davis Library, University of North Carolina/ Chapel Hill, uses Lotus 1-2-3 in conjunction with LP-83 program to schedule 12 staff and 8–9 graduate students to work at the desk. *Donna Cornick and Willy Owen, Davis Library, University of North Carolina, Chapel Hill, NC 27599.*

• Another conservative bibliography (*AL,* May, p. 350) is *American Citizen Reader's Catalogue,* available free from Regnery Gateway, Inc., 1130 17th St., N.W., Suite 620, Washington, DC 20036. *Richard Moore, Librarian, Torrance High School, 2200 Carson, Torrance, CA 90501.*

In *Collection Building,* Spring 1985, p. 11–12, Bill Bailey, Sam Houston State University reference librarian, published "The Literature of Conservatism," providing a 33-book list recommended by the Moral Majority. Gregory Wolfe includes hundreds of titles in the annotated bibliography to his *Right Minds: A Sourcebook of American Conservative Thought,* Chicago, Regnery Books, 1987. *Daniel L. Knoch, Technical Services Librarian, Mossey Learning Resources Center, Hillsdale College, Hillsdale, MI 49242.*

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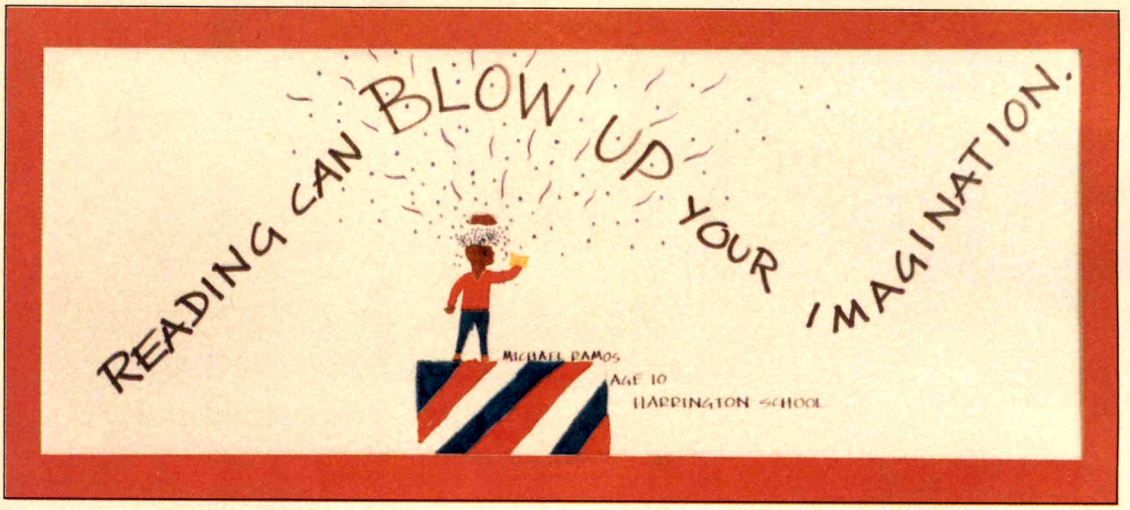
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Writers and artists boost reading habit

600 fourth graders create slogans and posters for reading

By Ronald Brown and Edith McCormick

EVERY FOURTH GRADER IN the Cambridge, Mass., Public Schools took part in a year-long program called "Reading Is..." initiated by the Cambridge Public Library in 1988. The innovative literacy effort helped bring literature to life for more than 600 youngsters.

Inspired by several recent studies pointing to the crucial importance of fourth grade in developing students' interest and skills in reading, Ronald Brown, assistant director for public services, wrote an LSCA I proposal that was approved in 1987 by the Massachusetts Board of Library Commissioners.

Where the money went

The funds paid $4,400 in honorariums to 18 artists and writers who visited Cambridge schools and libraries in a three-part series in early 1988. Participants included Oz Charles, Ned Delaney, Joan Drescher, Robie Harris, Jeff Kelly, Phyllis Forbes Kerr, Stephen Krensky, Ellen Kushner, and Jane Langton. Others leading the lecture and workshop sessions were Giles Laroche, Sigmund Lavine, Jeanne Lee, Lois Lowry, Diane Palmisciano, Ilse Plume, Marcia Sewall, William Sleator, and Evelyn Wolfson.

The grant also purchased books worth $1,500 to augment the library's collection of titles by participating authors and illustrators. The children's department ordered multiple copies so books could be distributed to the schools. Authors made their first visits to fourth-grade classrooms in January to encourage reading by talking about the part it played in their lives. Most explained how they developed story lines and plots. William Sleator told how he incorporated his own experiences into his book *The Green Futures of Tycho*.

In February classes made field trips to the main library and its branches to meet with another group of authors and poets. This time students heard about and practiced writing as the authors guided them in creating brief poems and slogans about books, authors, reading, and libraries.

Students returned to the libraries again in March when artists introduced children to drawing and illustration. The artists then helped the students express writing in drawings.



Oz Charles, author and illustrator of* How Is a Crayon Made? *(Simon and Schuster), helps a young artist with a visual representation of his poem.

Calligrapher performs handiwork

The children's paintings were done on paper provided by the Massachusetts Bay Transportation Authority (MBTA). Library staff sent the artwork to a professional calligrapher who lettered the posters, following guidelines provided by the students, who left spaces and instructions on where to place their words.

Jury picks winning posters

The final posters returned to the main library, where a jury of librarians and teachers selected those that best integrated a written and pictured expression. At a reception in April, 39 fourth graders received a book prize (a Choose-Your-Own-Adventure paperback). The winning posters remained on display in the Main Library through National Library Week.

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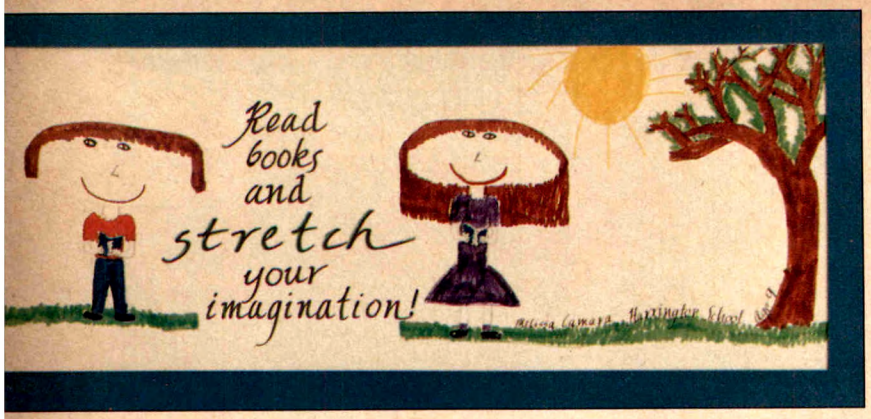
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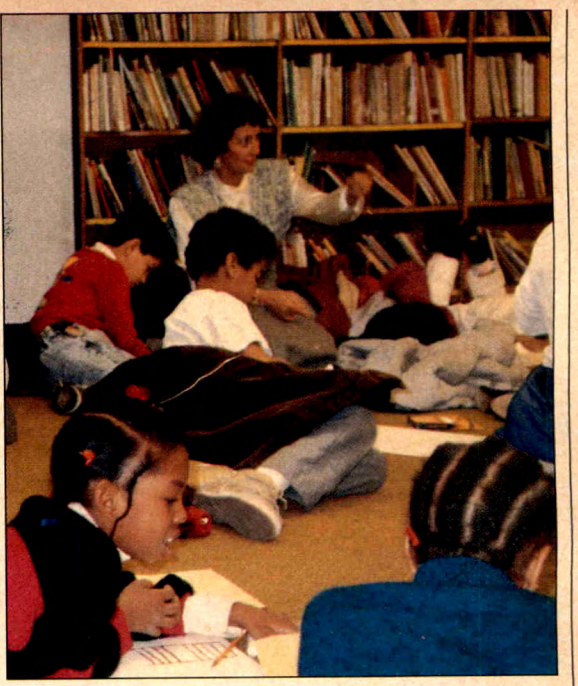
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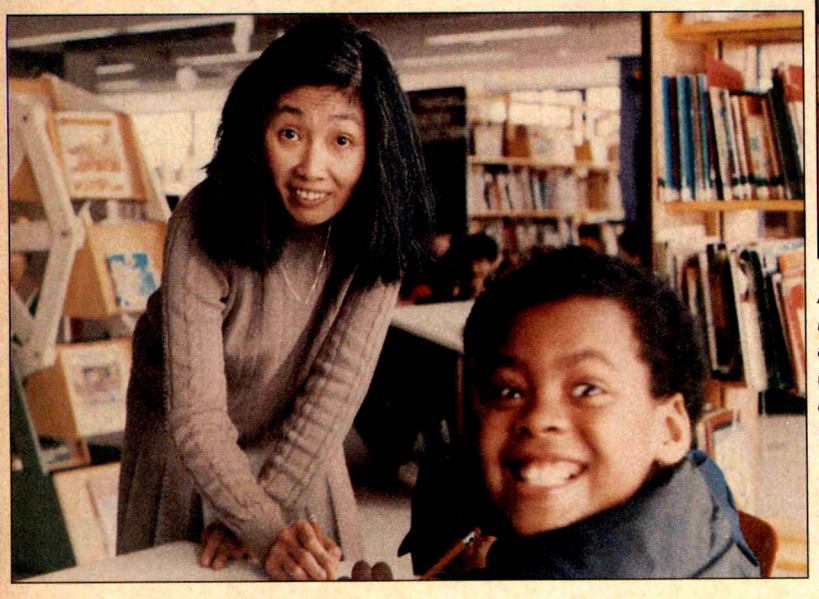
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Above left, one of the winning posters created by Melissa Camara, age 9, of Harrington School. Jeanne Lee, at left, author-illustrator of* Ba-Nam *and other titles (Holt), works with young author. At the Main Library, above, fourth-graders create posters in an illustration workshop.

Joe Sakey, director of the Cambridge Public Library, believes anything is within the province of the library, said Ronald Brown. "He is totally supportive of any unusual or innovative projects we dream up . . . as long as it extends the walls of the library."

to receive their book awards, the children were so excited, the experience of being in a library was still a charge for them," said Brown. "I got the feeling this would generate continued curiosity about books and reading . . . it seemed like they had never been given a book before."

Sheila Ryan, supervisor of children's services during most of the program, played a major role, as did Karen Pettyjohn, head of the main library's children's room. Ryan has since gone to Boston PL, and Pettyjohn has assumed Ryan's former post.

Subway exhibit rides the rails

In June a second jury selected 48 winning posters to exhibit on subway trains and buses of the MBTA. Later, 12 additional posters drew the honor of traveling to the Children's Museum in Yerevan, Cambridge's sister city in the U.S.S.R. A combined group of winners—60 fourth-graders—came to a reception at which they received book prizes and heard author William Sleator tell a science fiction story that author/illustrator Ned Delaney illustrated for the audience. The story tied into the library's summer reading program, "Mission: Save Terra!" As the 1988 "Reading Is . . ." program came to a close, students were invited to continue the adventure of independent reading at the Cambridge Public Library.

Legislative Day display

In late August, Brown reported that the posters would be mounted at the State House in Boston, Sept. 28, for a week-long display, when all of the state's legislators, including Gov. Dukakis, would see it. The presentation, accompanied by a video of the workshop sessions, will be given special prominence in the lobby to celebrate Librarians Legislative Day.

Though the LSCA funds have run out, Brown said that library would continue its commitment to the literacy program in 1988–89 on a smaller scale. "We will invite four or five authors and illustrators from the Greater Boston Area, asking them to donate their time to work with fourth graders. We feel sure teachers will likewise volunteer to bring some of their pupils to the library," Brown told *AL*.

The original exhibition of posters is available for short-term loan to other libraries and cultural institutions. It includes 29 matted posters, a storyboard, a banner, and a video of the workshop session. For more information write to Reading Is . . ., Cambridge Public Library, 449 Broadway, Cambridge, MA 02138. □

Comics pull reluctant readers

According to a June 25 article in the *Kansas City Times*, the recent addition of comic books to two Kansas City Public Library branches has drawn in reluctant readers.

In June the West and the Lucile H. Bluford branches each received shipments of 40 comic books from A & M Distributors in New York City. For $28 a month, the company provides libraries with a selection of the most popular superheroes in the marketplace, be it Mickey Mouse or the West Coast Avengers. The selection is 50 percent for children; 50 percent for adults.

KCPL Director Daniel Bradbury said the program grew out of the popularity of *Fotonovelas* among Hispanic patrons. "If reluctant readers can find something that appeals to them in our library—that's part of our service mission—if *anything* gets people to read, we'll give it a try," he said.

Merrill Toms, branches coordinator, reported the craze begins with 9- and 10-year-olds and progresses upwards. Comics can be checked out four at a time for one week; many are read in the library.

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Items in this month's Young People, Video, Librarian's Library, and Preservation sections were written for AL *by Tom Wall, head of the Chicago Public Library's Professional Library.*

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Before and after the Censor is a resource manual for librarians developed by the Michigan Library Association and the Michigan Association for Media in Education.

The manual collects sample selection policies, suggested procedures for handling complaints, sample "request for reconsideration" forms, checklists for review committees, and other materials. It also reprints key ALA intellectual freedom documents, including the Code of Ethics and the Library Bill of Rights and its interpretations, and publishes Michigan laws protecting intellectual freedom. A bibliography of books challenged in Michigan and a resource list of useful organizations round out the 160-page paperback, available for $7.50 ($5 to MLA members) plus $1 shipping from MLA, 1000 Long Blvd., Suite 1, Lansing, MI 48911.

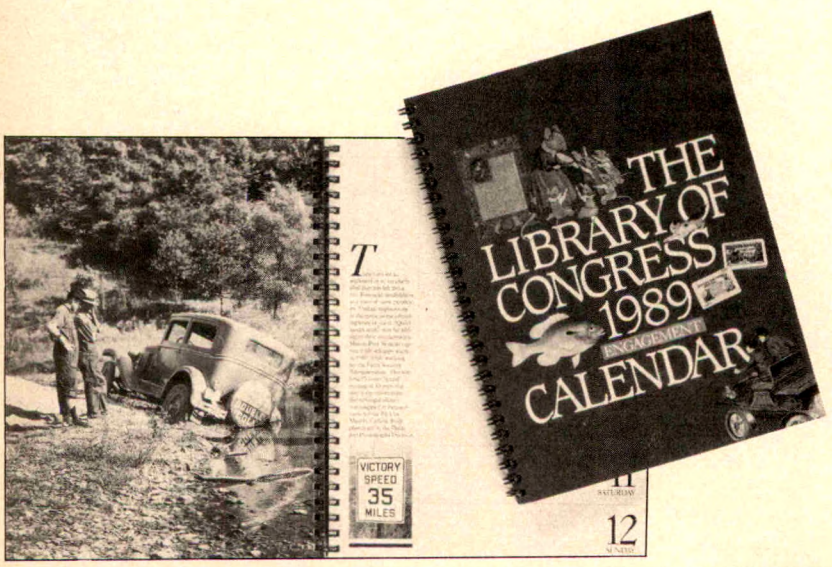


©1988 Jules Feiffer

Liberty Denied: *The Current Rise of Censorship in America* surveys the increasing threats to free expression in recent years. Author Donna A. Demac covers censorship in schools and libraries, libel suits, the pornography debate, corporate suppression of employee free speech, government surveillance and harassment, government secrecy, restrictions on research, and other issues. The 177-page paperback, published by PEN American Center (an association of writers and editors) features a preface by Arthur Miller and cover art by Jules Feiffer (above). $6.95 from Alpha Book Distributors, 303 W. 10th St., New York, NY 10014 (88–17941, 0–934638–09–8).

First Amendment decisions collected. *The Freedom of Expression* reprints the full texts of 20 Supreme Court and lower court decisions laying the groundwork for freedom of symbolic expression in the schools.

The cases include *West Virginia State Board of Education v. Barnette*, a Supreme Court ruling in favor of Jehovah Witness students who refused to salute the flag; *Burnside v. Byars*, a U.S. Court of Appeals ruling allowing Mississippi students to wear "one man



A year with LC. The *1989 Library of Congress Engagement Calendar* features illustrations from LC's collections of rare books, motion pictures, photographs, graphics, and fine arts. Opposite each week's page are such images as a Rembrandt portrait, Depression-era photos taken for the Farm Security Administration, sheet music covers for such early-1900s songs as the "Lincoln Centennial Grand March," a set of Buster Brown playing cards, art deco posters, 19th century advertising art, an Audubon print from *Birds of America*, the first X-ray, and a 15th-century print of the universe. The colorful, 128-page calendar is $10.95 (quantity rates available for fundraising efforts) from Galison Books, 25 W. 43rd St., New York, NY 10036.

one vote" and "SNCC" buttons; *Tinker v. Des Moines School District*, in which the Supreme Court upheld the right of students to wear black armbands to protest the Vietnam war; and *Banks v. Board of Public Education of Dade County*, a U.S. District Court ruling declaring unconstitutional a Florida regulation requiring students to recite the Pledge of Allegiance. Editor Haig Bosmajian provides introductory comments setting each case in its legal and historical context.

The third in the five-volume First Amendment in the Classroom series, the 117-page collection is $29.95 from Neal-Schuman Publishers, 23 Leonard St., New York, NY 10013 (1-55570-003-9, 87-28131). The entire set is available at a special price of $120 prepaid.

Decrying "decisions without democracy." A report from People for the American Way says that governmental secrecy during the Reagan administration "has been expanded without regard to Constitutional protections and has been used to restrict and circumvent the very laws that Congress passed to promote an informed citizenry and a responsive government."

Among the forms this "explosion in government secrecy" has taken: the President has issued an average of one secret law every nine days of his Administration; the label "national security" has been frequently used to shield programs and policies from scrutiny; the Pentagon has created a "secret budget" that has spent $28 million on a variety of weapons and programs; federal employees have been forced to sign "secrecy oaths" and submit their writings for prepublication review; and the Administration has launched an all-out attack on "the symbolic cornerstone of open government," the Freedom of Information Act.

Government Secrecy: Decisions without Democracy (124 p., paper) is $8.95 from Government Secrecy Report, People for the American Way, 2000 M St. N.W., Suite 400, Washington, DC 20036.

academia

Practical periodical procedures. CLIP (College Library Information Packet) Note #8 from the Association of College and Research Libraries contains the results of a survey on how small college and university libraries handle their periodicals collections. Included are policy statements and forms from various libraries dealing with such areas as subscription requests, collection development, ordering procedures, evaluation methods, format, retention and weeding, and cooperative acquisition.

Periodicals in College Libraries (116 pages, paper) is $17 ($14 to ACRL members; ALA members receive a 10-percent discount) from ACRL, ALA, 50 E. Huron St., Chicago, IL 60611 (0-8389-7143-1).

The Smaller Academic Library: *A Management Handbook*, edited by Gerard B. McCabe, consists of 31 essays on a wide range of management issues. The contributors are librarians from smaller academic libraries, defined as those having enrollments between 200 and 7,500 students. The volume is designed to "provide solutions to recurrent problems."

The text addresses seven areas of discussion: general administration, personnel, budgets and finance, collection, user programs and services, technical services, and physical plant. The authors were encouraged to concentrate on "firsthand analysis" and to avoid the "theoretical and anecdotal." Each chapter includes either references or a bibliography. A bibliographical essay completes the 400-page volume.

The Smaller Academic Library is $49.95 from Greenwood Press, 88 Post Road West, POB 5007, Westport, CT 06881 (0-313-25027-8, 87-23655).

Performance appraisal is the theme of the latest SPEC (System and Procedures Exchange Center) Kit from the Association of Research Libraries. The publication gives results of a survey of 71 research libraries on their policies and procedures regarding performance appraisal. It also reprints documents from several universities dealing with their procedures on performance appraisal systems, peer review, and merit increase re-



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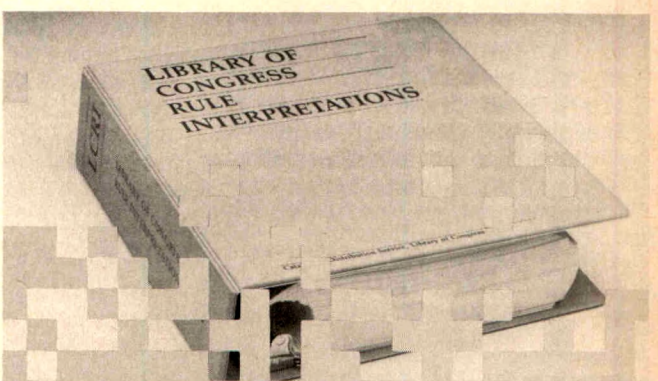
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view. A selected reading list rounds out the volume.

Performance Appraisal in Research Libraries (SPEC Kit #140) is 100 pages in paperback. $20 prepaid ($10 for ARL members), plus $5 postage outside the U.S., from SPEC, Office of Management Studies, 1527 New Hampshire Ave., N.W., Washington, DC 20036 (ISSN 0160-3582). Make checks payable to "ARL Office of Management Studies."

Finding Friends. Ronelle K. H. Thompson has compiled the results of a survey of small college and university libraries to serve as a guide "for librarians who want information on organizing and running a friends of the library program at college libraries." The practical manual contains sample constitutions, bylaws, membership brochures, program ideas, newsletters, and publications from existing "Friends" groups.

The 133-page paperback *Friends of College Libraries* is CLIP Note #9 from the Association of Research Libraries. $17 ($14 for ACRL members; ALA members receive a 10-percent discount) from ACRL, ALA, 50 E. Huron St., Chicago, IL 60611 (0-8389-7171-7).

Readings for a revolution. "College and University Libraries" is the theme of the latest issue of *The Bookmark,* recently published by the New York State Library. Editor E. J. Josey states that a dramatic revolution is occurring in college and university libraries in America and that libraries must engage in academic library planning if they are to be a part of it.

The 12 articles run the gamut from automation to faculty/library relations, interlibrary loan, bibliographic instruction, basic education requirements for academic library professionals, faculty status, preservation and conservation, and participatory management.

The 63-page issue (vol. 45, no. 1, fall 1986) is $2 from Gift and Exchange Section, New York State Library, Albany, New York 12230. Make checks payable to "New York State Library" (ISSN 0006-7407).

resources

Motown rundown. The recording history of the company that launched the careers of Stevie Wonder, the Supremes, Smokey Robinson, and dozens of other '60s music stars is detailed in *Heat Wave: The Motown Fact Book*, compiled by David Bianco.

The reference work features biographies and discographies of the major Motown artists; a chronology of the company's history through 1987 (including major hits, tours, artistic debuts, and other events); descriptions of the various labels on which Motown issued records; U.S. and U.K. discographies by label (covering over 5,500 releases); and indexes by artist, song and record title, date, and record number.

The first title in Pierian's "Rock & Roll Reference Series" to be devoted to an entire company, the 560-page volume is $49.50 to institutions and $39.50 to individuals from Pierian Press, POB 1808, Ann Arbor, MI 48106 (0-87650-204-4, 86-60558).



"Monopoly" monograph. *The Monopoly Companion* is an illustrated guide to the history and rules of the popular board game, including the story of the game's creation, playing tips from tournament champions, and tidbits and trivia (for example, more Monopoly money is printed each year than the U.S. Mint prints real money). Authorship of the book is attributed to Rich Uncle Pennybags, the famous "Monopoly Man" pictured above ("as told to" Philip Orbanes, a Parker Brothers VP who frequently serves as judge at Monopoly tournaments). 215 p., paper, $5.95 from Bob Adams, Inc., 840 Summer St., Boston, MA 02127 (1-55850-950-X).

"Politics is mostly talk," says George F. Will in a blurb for *Speeches of the American Presidents*, "and this volume brings together many of the consequential and elevating moments of presidential rhetoric." The collection publishes 140 speeches by the 40 U.S. presidents, from George Washington's first inaugural address through Ronald Reagan's remarks on the Iran-Contra affair.

Editors Janet Podell and Steven Anzovin provide discussions of each president's career, administration, and speaking style, as well as an introductory essay tracing the history of the presidential address. A subject index allows researchers to locate presidential comments on specific issues. 820 p., $60 U.S. and Canada, $70 elsewhere from H.W. Wilson Co., 950 University Ave., Bronx, NY 10452 (0-8242-0761-0, 87-29833).

"As handy as a pocket on a shirt." That phrase (found in *Bartlett's Dictionary of Americanisms*) describes the *Similes Dictionary*. The dictionary lists over 16,000 such comparisons under 558 thematic categories ranging from "abandonment" ("Abandoned as a used Kleenix"—Anon) and "ability" ("Resourceful and energetic as a street dog"—James Mills) to "writing" ("Long sentences in a short composition are like large rooms in little houses"—William Shenstone) and "youth" ("Looked about 16 and as defenseless as a babe at a Mafia convention"—Jimmy Sangster).

Editors Elyse Sommer and Mike Sommer index the similes by author and give a bibliography of works from which they were taken. 950 p., $68 from Gale Research Co., Book Tower, Detroit, MI 48226 (0-8103-4361-4).

Building healthy collections. The *Health Resource Builder* helps librarians and teachers locate free and inexpensive materials on physical health, mental health, and safety. Most of the pamphlets, newsletters, posters, catalogs, and other publications come from nonprofit associations and government agencies, although some commercial sources are listed.

The 2,177 entries (following the format of author Carol Smallwood's earlier *Free Resource Builder*) are grouped by more than 300 topics, from abortion, accidents, and acupuncture to worksite health, x-rays, and youth fitness. The 263-page paperback also includes a directory of state and regional offices of public agencies, a national health observances calendar, and a listing of hotlines and other telephone numbers. $15.95 plus $2 shipping from McFarland & Co., POB 611, Jefferson, NC 28640 (0-89950-359-4).



***Herbert Hoover, assessed as "a highly intelligent man but a dull public speaker whose addresses were wearied by long recitals of facts" in* Speeches of the American Presidents.**

young people

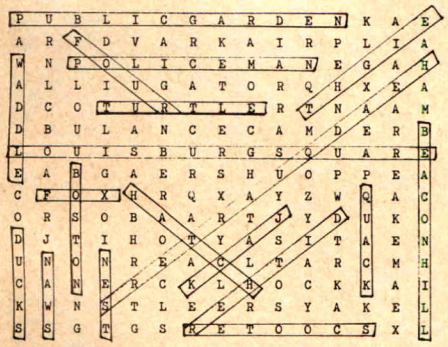
Black contributors to children's lit. *Black Authors and Illustrators of Children's Books* is a biographical dictionary of 115 black writers and illustrators. Author Barbara Rollock briefly sketches the lives of these individuals in succinct fashion (few entries are more than a page), offering career overviews and bibliographies for each.

The 130-page volume also contains a section of black-and-white photographs of some of the subjects and their book jackets. Most of the authors and illustrators treated in the dictionary were active in the past few decades, although a few earlier figures are included. $25 from Garland Publishing, Inc., 136 Madison Ave., New York, NY 10016 (0-8240-8580-9, 87-25748).

Puzzle me a classic. Each of the word puzzles created by Irene Wood Bell for the *Caldecott Search-a-Word Guide* is based on a Caldecott Award–winning children's book.

Four puzzles are presented for each of the 35 titles: two basic word mazes and two thought-comprehension mazes. The word mazes contain hidden words that were actually used in the story (a word list is provided); the thought-comprehension mazes require students to recall incidents in the story. For each type, the puzzles are grouped into easier and more difficult sections.

The goal of the puzzles is to stimulate students' interest in reading these award-winning books, which were published between 1942 and 1987. 257 p., paper, $19 U.S., $23 elsewhere from Libraries Unlimited, POB 3988, Englewood, CO 80155-3988 (0-87287-592-X, 88-779).



***A word puzzle—with the hidden words revealed—for* Make Way for Ducklings.**

Teen pregnancy and the library. The Adolescent Pregnancy Task Force of ALA's Young Adult Services Division has assembled a packet of materials on teenage pregnancy. *The Teen Pregnancy Crisis: Libraries* CAN *Help* contains many pamphlets, bibliographies, and other library-related items with information on teenage pregnancy.

Contributors to *Teenage Pregnancy Crisis* include a number of nonprofit organizations and public libraries. The kit contains a flyer in Spanish from the March of Dimes, for example, and a number of items from Planned Parenthood. Many issues related to the teenage pregnancy problem are also addressed in the packet, such as sex education, parenthood, and adoption. There are also lists of Spanish-language materials, resource lists, and fact sheets.

The packets are available for $12.50 each (orders under $15 should be prepaid) from YASD Office, Teen Pregnancy Crisis, ALA, 50 E. Huron St., Chicago, IL 60611 (0-8389-7172-5).



"Wish upon a Book" is the theme of the 1988 Children's Book Week, Nov. 14–20. Among the materials available to commemorate the event is this full-color, 17-by-22-inch poster by Steven Kellogg, as well as other posters, streamers, and bookmarks. For a brochure describing the materials, send a 25¢-stamped, self-addressed #10 envelope to the Children's Book Council, POB 706, New York, NY 10276-0706, Attn: Book Week Brochure.

Reference Books for Young Readers provides in-depth analyses of over 200 encyclopedias, atlases, dictionaries and word books, and large-print reference books for young people. Where appropriate, online versions of the sources are also included. Edited by Marion Sader, the volume is the first in the new Bowker Buying Guide Series.

An introduction sets the tone for the work by giving an historical background of reference books, and general discussions on the selection and the evaluation of reference books. This section also contains charts comparing the features of various titles of each type.

Each of the four chapters that address specific types of materials (e.g. atlases) begins with a discussion of criteria and standards specific to these materials. Actual evaluations follow and include information on the clarity, scope, authority, currency, accuracy, objectivity, accessibility, special features, and format of the items. A concise summary with basic facts accompanies each review. The 589-page volume also includes facsimile pages, excerpts from reviews, and librarian ratings for the books. $49.95 from R.R. Bowker Co., 245 W. 17th St., New York, NY 10011 (0-8352-2366-3, 87-38234).

Historical fiction. *A Reference Guide to Historical Fiction for Children and Young Adults* is a guide to what author Lynda G. Adamson calls works "of recognized merit, historically accurate, and for the most part, well written." Inclusion is primarily limited to novels written since 1940; Adamson feels that earlier novels—even some award winners—were not of sufficient quality to merit inclusion.

Most entries are under the authors' names, but the guide also includes listings by book title, names of protagonists, historical personages, places, and other relevant terms. The author entries list all the writer's historical novels and describe the style and themes.

Appendixes list the works according to the date of their setting and their locale, and by their level of readability.

The 401-page work also includes bibliographies of nonfiction works by and about authors included in the guide. Indexed by authors and titles. $49.95 from Greenwood Press, 88 Post Road West, POB 5007, Westport, CT 06881 (0-313-25002-2, 87-7533).

Religious readings. *Children's Religious Books* is an annotated bibliography describing 1,123 titles aimed at preschool through

Of Such Small Differences

by Joanne Greenberg

"★ Writing from the viewpoint of 25-year-old John Moon, Greenberg takes readers about as far as a sighted-hearing person can go into the world of the deaf-blind . . . .Greenberg also explores the young man's interactions with others who are blind and/or deaf and with those who can see and hear. . . .It can do much to foster greater understanding of the deaf-blind and of their almost unimaginable isolation. At the same time, it's a great story."
—*Booklist, Upfront Advance Reviews 6/15/88, starred review*

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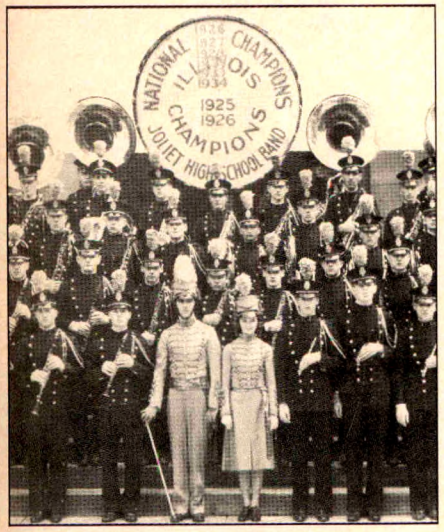
HENRY HOLT AND COMPANY
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New York, NY 10011

sixth grade. While the major emphasis is on works from Protestant Christian publishing houses, materials from Catholic, Jewish, Hindu, Bahai, and many trade publishers have been included.

"The principal criterion for selection is that the work have some overt religious theme," says compiler Patricia Pearl. "Because this field of literature is relatively unexamined, mediocre and modest material has been included to give the user some idea of what is available." Curriculum material from specific denominations is not included. Quality of writing is mentioned in the annotations only if it is particularly good or bad.

The entries are arranged by author within such headings as the Bible, Christian biography, Judaism, and other specific religions. Supplementary material includes a directory of religious publishers and author and title indexes. 316 p., $45. from Garland Publishing, 136 Madison Ave., New York, NY 10016 (0-8240-8531-0, 87-14374).

video



The American band movement is chronicled from town bands of the 1800s to the college and high school bands of today in *The History of American Bands*. Brass bands are especially featured in the two-video cassette set, which also covers military bands, professional bands, and the music of John Philip Sousa. An illustrated 25-page study guide written by Gwen Hotchkiss accompanies the tapes. The videos are available in either VHS or BETA II format for $180. Contact Social Issues Resources, Inc., POB 2348, Boca Raton, FL 33427-2348. Preview copies may be requested by calling 800-327-0513.

OCLC's fourth video report takes viewers on a tour of special libraries, demonstrates a collection development prototype, and shows how OCLC member libraries maintain system use during local power outages.

The opening segment profiles a quartet of special libraries at the San Francisco Municipal Railway, the South Pacific Division of the Army Corps of Engineers, the Chemical Abstracts Service, and the Owens-Corning Fiberglas Technical Center; Special Libraries Association President Emily Mobley is a special guest. Other segments focus on OCLC's Collection Analysis System prototype and OCLC's Uninterruptible Power System.

Libraries can borrow the 30-minute program (VHS format only) for 10 days at no charge via the OCLC Interlibrary Loan Subsystem; request OCLC Report No. 4, OCLC Control #14699280, from the OCLC Library (holding symbol OCC). Subsystem noparticipants can send requests on an ALA ILL request form to OCLC, POB 7777, Dublin, OH 43017-0702.

Varied videos. Six new videos for junior and senior high schoolers have been released by Varied Directions Inc. The programs cover various social issues that are both provocative and current.

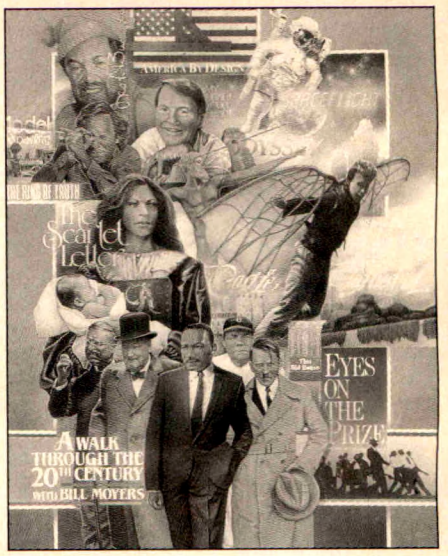
The videos address such contemporary issues as childhood sexual abuse, the experiences of ghetto children, the dangers of cigarette smoking, violence in schools, and surviving coma. All of the programs are available in VHS, Beta, and ¾-inch formats. Running times vary from 10 to 59 minutes; prices range from $49.95 to $199 (however, some of the programs are available on a rental basis). For further information contact Varied Directions Inc., 69 Elm St., Camden, ME 04843 (207-236-8506).

Entertainment insurance. Don't let a broken tape ruin your day. The new Video Tape Repair Kit contains all the equipment and instructions needed for tape repair. Each kit includes adhesive tape, VHS and Beta leader tape, a blade, splicing jig, pressure jig, and "easy to follow instructions." The manufacturer promises "the average person can have a video tape fixed in a matter of minutes" so that it is "good as new." The kit is priced at $8.95 and the makers say, is "fully guaranteed." Investment Info., Ltd., 613 Klamath Dr., Suisun, CA 94585.

History of Italy on videodisc. A new encyclopedia of Italian history is now available on videodisc. *De Italia: Videodisc Encyclopedia of Italian Culture* covers pre-Etruscan civilization through modern Italy.

The encyclopedia is easily searched by keyword entry commands, which is helpful considering its 56 chapters with 20,000 photographs and 2,400 entries. Broad subject categories include nature, history and society, economy, humanities and science, art, cities and architecture, and new arts. The text of *de Italia* is in English, and it is accompanied by a five-part comprehensive index.

Videodisc technology was chosen as a medium because it permits greater flexibility in viewing. The disc can be viewed on a videodisc player or used as a computer peripheral. Moreover, the long-lasting videodisc provides a high-resolution image. The encyclopedia is produced by the Giovanni Agnelli Foundation (Italy). It is not a commercial production and will be made available for no charge to "selected cultural and educational institutions." For information contact Bill Valdez at 202-738-3536.



Check it out! A new PBS Video catalog lists over 360 public television programs now available for purchase in VHS or Beta formats. "Check it out," the name given to the PBS video project, serves as a companion to the recently issued Library Video Classics Project. (*AL*, April, p.254). The catalog offers inexpensive videos in six general subject areas: arts and culture, health care, history and social studies, how-to, human relations and psychology, and science. Each entry gives a synopsis of the tape's contents along with Dewey Decimal numbers and Library of Congress subject headings are also included. Participating libraries will also receive free full-color promotional posters. Prices for single tapes range from $24.95 to $79.95, and the entire collection can be purchased for $7,500 ($30 apiece). Contact PBS, 1230 Braddock Place, Alexandria, VA 22314-1698, or call 800-344-3337 (in Washington, D.C., 739-5380).

librarian's library

Inner space. Public librarians and library trustees will find *Public Library Space Needs: A Planning Outline* a useful source of information. It offers a systematic approach to identifying local needs and provides formulas which translate those service needs into space plans. This technique offers an alternative to per capita standards and insures that space planning is carefully tailored to specific local needs and services. Available from: Wisconsin Dept. of Public Instruction, DPI Publication Sales, POB 7841, Madison, WI 53707. 26 p., $3 per copy, $4 out-of-state.

Federal information policies and the views of citizens concerned that the government is restricting access are the subjects of a new pamphlet published by the Library of Congress. Based on the Fourth Annual Forum on

Federal Information Policies, the document's contents include discussions of protection of sensitive but unclassified information in government telecommunications and databases, the proposed privatization of NTIS, the issuance of fewer government publications, and the use of microfiche in lieu of books. Prepared by Douglas Price for the Federal Library and Information Center Committee (FLICC), a body that considers federal information policy issues, the 26-page publication is available free on request from FLICC, Library of Congress, Washington, DC 20540.

International information. Peter I. Hajnal has edited a new book, *International Information: Documents, Publications, and Information Systems of International Governmental Organizations*, that attempts to help readers to "understand, select, organize, and use efficiently a most important resource: the publications, documents, and computerized information systems of international governmental organizations."

Although the book heavily emphasizes publications of the U.N. and the European community, information on many other agencies and their publications is provided. Chapter topics include bibliographic control, collection development, classification and organization of collections, and reference work. The 339-page book includes an extensive bibliography, lists of abbreviations and acronyms, and an index. Available from Libraries Unlimited, Inc., POB 3988, Englewood, CO 80155-3988. The price is $27.50 U.S., $33 elsewhere (0-87287-501-6, 88-2236).

Intellectual property rights in an electronic age is the subject of a new LC publication that prints the proceedings of the Library of Congress Network Advisory Committee Meeting held in April 1987. Among topics covered are ownership of bibliographic databases, addressed by W. David Laird of the University of Arizona; the possible end of copyright; challenges of new technologies; and intellectual property rights. Two American Chemical Society staff members offer differing views on the issue of downloading ACS online journals.

The 66-page report doesn't resolve these complex issues—but the perspectives offered are valuable, and the issues themselves will affect the work of all librarians in the years to come. *Intellectual Property Rights in an Electronic Age* (Network Planning Paper no. 16) is available for $7.50 from Cataloging Distribution Service, Library of Congress, Washington, DC 20541 (0-8444-0592-2, 87-600457).

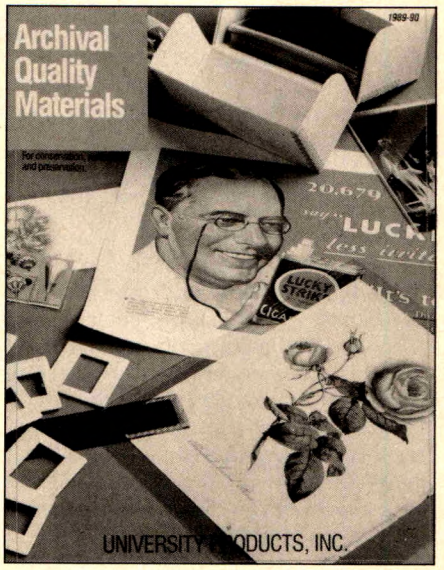
Making plans. The final issue of the *Drexel Library Quarterly*, edited by Ralph Blasingame and Robert L. Goldberg, is devoted to the topic of planning in libraries. The seven essays treat various aspects of the topic, including a history of the survey model for planning and planning in public libraries. The planning process is observed in two very small rural public libraries and in the New York Public Library. Also included is an interview with John Regazzi of H.W. Wilson, whose process for the development of Wilsonline was similar to the process many libraries follow in formulating a strategic plan.

"Planning, Another View" (vol. 21, no. 4) is $10 from Drexel University, *Drexel Library Quarterly*, 33rd and Lancaster Ave., Rush Building, Philadelphia, PA 19104.

Employee motivation. Author Dana C. Rooks provides practical advice on a major management issue in *Motivating Today's Library Staff: A Management Guide.*

After discussing the myths and theories of motivation, Rooks evaluates some of the factors that can influence the worker: society, the individual, the manager, and the organization. He evaluates various appraisal methods and the role of the appraiser, as well as staff training and development. Finally, he examines the timely topic of motivation in the automated library and the role of the manager in determining job satisfaction. 160 p., paper, $27.50 from Oryx Press, 2214 N. Central, Phoenix, AZ 85004 (0-89774-269-9).

preserv/conserv/ation



Archival equipment. A new "Archival Quality Materials Catalog" containing items for the conservation, restoration, and preservation of materials is now available from University Products. The firm's expanded catalog offers three new sections on bookbinding, stamps, and videos. Other sections (e.g. slide storage and tools) have also been updated. The 132-page color catalog is available at no charge from University Products, Inc., POB 101, 517 Main St., Holyoke, MA 01041.

The four *As*. *Disaster Management for Libraries: Planning and Process* is a collection management manual for dealing with fires, floods, and other disasters. Authors Claire England and Karen Evans take a proactive stand on the issue by identifying four *As*—anticipation, appraisal, action, and awareness—as key elements to a sound disaster management program.

While the four *As* provide the theoretical backdrop, the volume consists of 12 practical essays on anticipating, reacting to, and preserving collections in the advent of emergencies. Included are chapters on developing a manual; fire, water, and chemical crises; and a literature review. The 207-page paperback from the Canadian Library Association also includes three appendixes and an index. $20 to CLA members, $25 to others from CLA, 200 Elgin St., Suite 602, Ottawa, Ontario K2P 1L5 (0-88802-197-6).

Preserving fashion. The Fashion Institute of Technology Library in New York City has received a $24,300 grant for the preservation and conservation of materials in its Berley Studio Sketch Collection.

The Berley Collection was donated by Ethel Rabin, owner of the Berley Studio, a service that provided copies of sketches to the fashion industry (a forerunner of today's fashion forecasting business). The collection contains over 100,000 penciled sketches (some with colored detail) from 1919–1959. Many of the items are original drawings of copies made from Paris shows which featured the works of such fashion magnates as Balenciaga, Chanel, Dior, and Vionnet. Approximately 16,500 original drawings will be the focus of the conservation project.

The F.I.T. has a wealth of special collections on fashion, including materials on the textile industry, regional costume, and interior design, Reference and on-site use of the library is permitted to qualified researchers upon request. Contact the library's reference department at 212-760-7590.

Preserving culture. Two paperbound publications from the June 1987 "Invest in American Collections" forum held at the Art Institute of Chicago—the edited proceedings and the keynote address by Librarian of Congress James Billington—are now available.

In addition to Billington, who spoke on the "Moral Imperative of Conservation," the forum featured directors of some of the leading cultural institutions around the nation. Topics discussed centered around four general themes: "Our nation's treasures at risk," "Caring for the American collection," "Current assets of preservation," and "Investing in your collections." The forum was sponsored by three organizations: The National Committee to Save America's Cultural Property, the National Institute for the Conservation of Cultural Property, and the President's Committee on the Arts and Humanities.

The edited proceedings (52 p.) and the Billington address (16 p.) may be purchased together for $4 for postage and handling from the National Institute for Conservation, 900 Jefferson Dr., S.W., A & I–2225, Washington, DC 20560. □

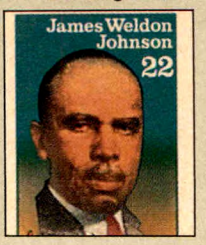
Correction: The correct title of LeRoy C. Schwarzkopf's book (June, p. 538) is *Government Reference Serials.*

currents



Making Waves

Anacostia Senior High School Librarian **Virginia B. Moore** believes that her job is to interest students in the world beyond "their immediate environment." For fulfilling her mission so dynamically, Moore has been named 1987–88 Outstanding Librarian by the District of Columbia Association of School Librarians and is being touted for her innovativeness by the U.S. Postal Service.



Moore, who has been influencing student lives at Anacostia since 1965, steers high achievers into doing extracurricular research via stamp collecting activities. Catching her enthusiasm, USPS official Wayne Anmuth recently lent a hand—and the USPS Headquarters display area—for Moore's latest effort: a February stamp exhibit celebrating Black History Month. The exhibit featured many first day covers (see example, above) specially cancelled Feb. 1.

Organized to illustrate the subjects' contributions to the U.S., many stamps were accompanied by original student artwork. The last page featured black people "nominated" by the high schoolers for future stamp designs.

Another project launched by Moore's corps of library volunteers is Reading Aloud to Children Week, held annually at Halloween time for preschoolers since 1982.

After school, Moore teaches adult education classes and leads frequent field trips to the public library. —*B.G.*

Joseph J. Accardi, library consultant with Information Management Associates, is now automation and technical services coordinator at the University of Wisconsin/La Crosse's Murphy Library. ☐ **Jack Batterson** recently became technical services librarian for Xavier University library, Cincinnati, Ohio. ☐ **Sheila Bertram** has been named dean of the University of Alberta library school, Edmonton. ☐ Nov. 1 **Verda Bialac** becomes assistant director of Omaha (Nebr.) Public Library. ☐ The new automation services librarian for the Michigan Library Consortium is **Amy G. Blair.** ☐ At Wayne State University, Detroit, Mich., **Heather J. E. Braithwaite** has become assistant director of the Neef Law Library and **Donald L. Breneau** is now assistant director of the Purdy/Kresge Library. ☐ **Marianne Burke** now coordinates the Boston Library Consortium. ☐ **Clarence Chisholm** is now head, Circulation and Interlibrary Loan Department, for Ohio University Libraries, Athens. ☐ At Southwest Texas State University Library, San Marcos, **Patricia R. Collet** has become nonbook cataloging librarian. ☐ At Logan–Hocking County (Ohio) District Library **Patricia Glaspell** is now library automation coordinator. ☐ Aug. 15 **Connie Jo Hardy** became public services librarian for Vanderbilt University's Education Library, Nashville, Tenn. ☐ **Jack Alan Hicks** is now administrative librarian for Deerfield (Ill.) Public Library. ☐ **Minora M. Hicks** has been named director of Livingstone College's Andrew Carnegie Library, Salisbury, N.C. ☐ The new president-elect of the Maine Library Association is **Nann Hilyard.** Hilyard serves as Auburn Public Library director. ☐ Aug. 1 **Robert P. Holley** became associate dean of Wayne State University Libraries, Detroit, Mich. ☐ **Colleen Hyslop** now heads technical services for Michigan State University Libraries, East Lansing. ☐ **Patricia Iannuzzi,** head of access services for Yale University Library's Reference Department and interim coordinator of online search services, has been selected as a 1988–89 management intern by the Council on Library Resources. She is working with Joseph A. Rosenthal, University of California at Berkeley Library director. ☐ Dec. 1 **Margaret L. Johnson** becomes University of Minnesota/Duluth Library director. She now serves as associate university librarian for academic information services at the University of Southern California library, Los Angeles. ☐ At Chestatee Regional Library System, Gainesville, Ga., **Alan Kaye** is now audiovisual librarian. ☐ Sept. 7 **David Kiley** became library coordinator for Santa Barbara (Calif.) City College. ☐ **David Kronick** has received an NEH grant for 1988–90 to provide bibliographic access and location information for 17th- and 18th-century science and technology periodicals. Bibliographer of the history of medicine at the University of Texas Health Science Center at San Antonio library, Kronick has also been named visiting historical scholar to the National Library of Medicine for 1988–89. ☐ At Central Michigan University, Mount Pleasant, **Evelyn Leasher** now coordinates reader services for Clarke Historical Library and **Gloria Lebowitz** is regional librarian. ☐ The new science librarian at Adelphi University Libraries, Garden City, N.Y., is **Arthur Lifshin.** ☐ The new curator of rare books and manuscripts for Vassar College Library, Poughkeepsie, N.Y., is **Nancy S. MacKechnie.** ☐ **Debra Mansfield** now serves as children's librarian for Logan–Hocking County (Ohio) Public Library. ☐ **John Martin** recently became head of Orange County (Calif.) Library System's Division of Technical Support. ☐ Sept. 1 **Maryellen Powers McCarthy** became head of circulation services for Harvard College's Littauer Library, Cambridge, Mass. ☐ **Patricia McFarling** is now assistant director of Kentucky Wesleyan College's Library Learning Center, Owensboro. ☐

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Oct. 16 **M. Jacqueline Nytes** becomes associate director for management services at Indianapolis-Marion County (Ind.) Public Library. ☐ **Susan Peterson** now manages the Community Services Division of Ventura County (Calif.) Library Services Agency. ☐ The new Latin American studies librarian at Ohio State University Libraries, Columbus, is **Carlos E. Polit.** ☐ In July **Ann Prentice** became associate vice president for library and information resources for the University of South Florida System. Prentice, who was 1986 president of the Association for Library and Information Science Education, last served as dean of the University of Tennessee library school, Nashville. ☐ LC's Microform Reading Room head, **Sarah M. Pritchard,** is participating in the Council on Library Resources' 1988–89 management intern program. Pritchard is working with Donald W. Koepp, Princeton University librarian. ☐ **Gloria Grant Roberson** has been named reference librarian at Adelphi University Libraries, Garden City, N.Y. ☐ **Wanda Sue Rohrbough** has become health sciences reference librarian at Ohio University Libraries, Athens. ☐ **Debora Rougeux** recently became reference librarian/cataloger for the Forbes Quad Libraries of the University of Pittsburgh (Pa.). ☐ **Judith Serebnick,** associate professor in the Indiana University at Bloomington library school, has won a grant from OCLC's Office of Research to explore the relationship between library holdings and selection sources, particularly reviews. ☐ **Laura A. Shepard** is now head of Ohio State University Libraries' Information Services Department. ☐ **T. C. Shih** has been named assistant head of social science and humanities reference and database coordinator for Michigan State University Libraries, East Lansing. ☐ **Patricia Smith** now heads Ohio University Libraries' new Preservation Department. ☐ **Jennifer Sturgis** is now science reference librarian at George Mason University library, Fairfax, Va. ☐ July 5 **Martin Swalboski** became coordinator of the Southwestern Minnesota Multi-County Interlibrary Exchange (SAMMIE). ☐ **Marvin Taylor** has been named reference librarian/bibliographer for Columbia University's Rare Book and Manuscript Library. ☐ **Ruth K. Taylor** is now assistant director of Wayne State University's Shiffman Medical Library, Detroit, Mich. ☐ **Brenda Tirrell** now serves Houston (Tex.) Public Library as coordinator of materials selection. ☐ **J. Maurice Travillian** is now Maryland's assistant state superintendent of library development and services. ☐ The first public relations coordinator for the Public Library of Steubenville and Jefferson County (Ohio) is **Michael Turrentine.** ☐ July 1 **William M. Walker** became documents/reference librarian for Vanderbilt University's Law Library, Nashville, Tenn. ☐ **Sarah B. Watstein** is working with Norman D. Stevens, director of the University of Connecticut Library, Storrs, as a Council on Library Resources management intern for 1988–89. Watstein serves as head of the reference division and associate professor at CUNY's Hunter College. ☐ The new special services librarian for Chestatee Regional Library System, Gainesville, Ga., is **Stephanie Wells.** ☐ At the State Library of Louisiana **Dorothy White** now coordinates the Louisiana Government Information Network. ☐ **Lila Wisotzki** has become materials selection head for Baltimore County (Md.) Public Library. ☐

Deaths

Myrtle Bouldin, 86, librarian of Bethel College, McKenzie, Tenn., from 1950 to 1970, died June 23. ☐ **Chester H. Linscheid,** 1952–53 president of New Mexico Library Association and former library director of New Mexico State University, Las Cruces, died in May. ☐ **Mildred Lowe,** who retired from the library school directorship at St. John's University, Jamaica, N.Y., in 1987, died Aug. 22 in an auto crash. Since her retirement, Lowe had continued to serve on the New York Library Association Council, to lobby the state legislature for improved library funding, and to recruit new students into librarianship. St. John's will hold a memorial gathering Oct. 23, and has established a memorial scholarship fund. ☐ **MayVirginia Valencik,** 79, who retired from the directorship of White Plains (N.Y.) Public Library in 1976, died June 8. One-time head librarian of Allentown Free Library, Valencik was 1951–52 president of the Pennsylvania Library Association. ☐ **Elizabeth O. Williams,** former director of library services for Los Angeles Unified School District and 1959–60 president of ALA's American Association of School Librarians, died July 20. ☐

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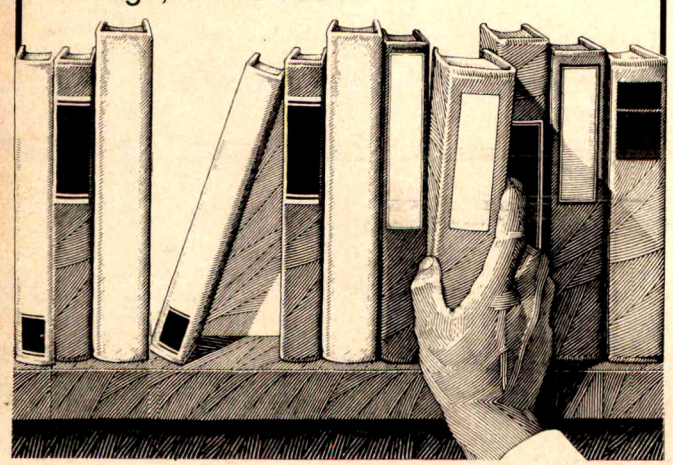
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editors' endnotes

Attaboy, Vartan!



GROWING UP, I KNEW no one named Vartan in the neighborhood. There were Bobs, Mikes, even a Chico, to congratulate for a clutch home run or a game-saving catch. But never a Vartan.

In recent years, watching non-librarian Vartan Gregorian hit one homer after another for New York Public Library users, the urge to cheer, "Attaboy, Vartan!" grew strong. Six weeks ago, reporting on a Gregorian address—he called librarianship an "exalted" profession—I almost lost control.

Unfortunately—or fortunately—jejune outbursts don't belong in news stories. But maybe, on the occasion of his leaving NYPL, one is appropriate.

We get our noses out of joint pretty regularly when top jobs in great libraries go to non-librarians. I share those feelings.

But Gregorian is different; maybe because New York is. The myriad qualities necessary to lead a huge, complex organization just aren't enough in New York. For true leaders, New York–style, shtick, bombast, and theater are part of the job description. Mayor Koch has it. Andy Warhol and Truman Capote had it. George Steinbrenner and Reggie Jackson have or had it. Mere premier athletes, like Darryl Strawberry and Dwight Gooden, had the requirement thrust upon them when they arrived in New York, and they deserve our sympathy.

Gregorian is larger-than-life. Five area codes away, he was hard to miss—breakfasting with Leonard Bernstein, hosting a gala at the splendid Beaux Arts edifice on 5th Avenue for Brooke Astor and a small group of close friends (the three-hundred wealthiest and most influential people in New York). And always in the service of NYPL.

Space prohibits cataloging his accomplishments here. (See "In the News" in this issue for a partial list.) It's enough to say that his efforts made NYPL what it, and every library should be—the community's central cultural institution.

Arthur Schlesinger, Jr., called Vartan Gregorian a "great cultural impresario," in a recent *New York Times* article. "He has the talents of a missionary and a showman," he said. Alfred Kazin, in the same article said, "He has a great social gift, which most librarians don't have."

That line might infuriate 50,000 librarians, but Gregorian really was the right person for the job.

Does it matter that he isn't a librarian? Not to me. He rejuvenated a great library and we're all enriched as a result.

He did something else, something unnoticed by Schlesinger, Kazin, and the *Times*. He let librarians *run* the library. Attaboy, Vartan! —*T.G.*

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The Professionals

What do these two libraries have in common? They've both made a substantial commitment to newspapers in microform. Read on to find out why...

Tippecanoe County Public Library, located in Lafayette, Indiana, serves a countywide population of 127,000 (including the students at nearby Purdue University).

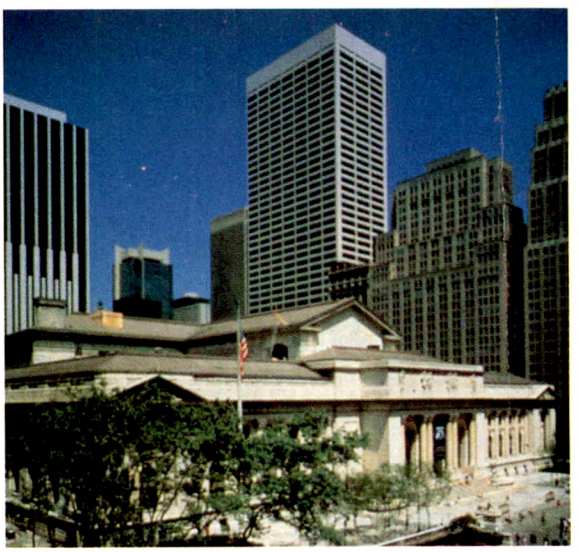
The library's serials staff recently replaced part of their bound newspaper collection with newspapers in microform from UMI.

Why? "Several factors affected our decision," said Director Daniel Armstrong. "The first was space; on a books-per-square-foot scale, we were the most crowded public library in the state. Newspapers in microform saved us as much as 94% of the space of bound issues. The second factor was deterioration. Our circulation increased 40% in the past three years, putting the condition of our newspapers in jeopardy. Durable microforms solved that problem, too."

And then there were the information requests. Patrons eager for business news turned to the pages of *The Wall Street Journal* — at Purdue's library. To provide better access at Tippecanoe, Mr. Armstrong purchased several backfile years of the *Journal* in microform when he renewed the current subscription. To satisfy requests for comprehensive national and international news, he added 35 years of *The New York Times* (and its index) to his existing holdings. For local news, he renewed the library's subscription to the *Lafayette Journal and Courier.*



Tippecanoe County Public Library.



The New York Public Library.

TIPPECANOE AND NEW YORK PUBLIC, TOO.

The staff of The New York Public Library recently renewed one of their local titles, too — *The New York Times.* In the process, they added 120 more newspapers to an already impressive collection of 100 major U.S. and international titles. Their reasons for making such a strong commitment? Not much different from Tippecanoe's!

"Space was such a problem for us that we kept our newspapers in remote storage," said Paul Fasana, Andrew W. Mellon Director of New York Public's Research Libraries. "When we finally made room for them at the Central Research Library on 42nd Street, many were so badly deteriorated we didn't dare move them. Luckily, UMI was able to help us with both problems."

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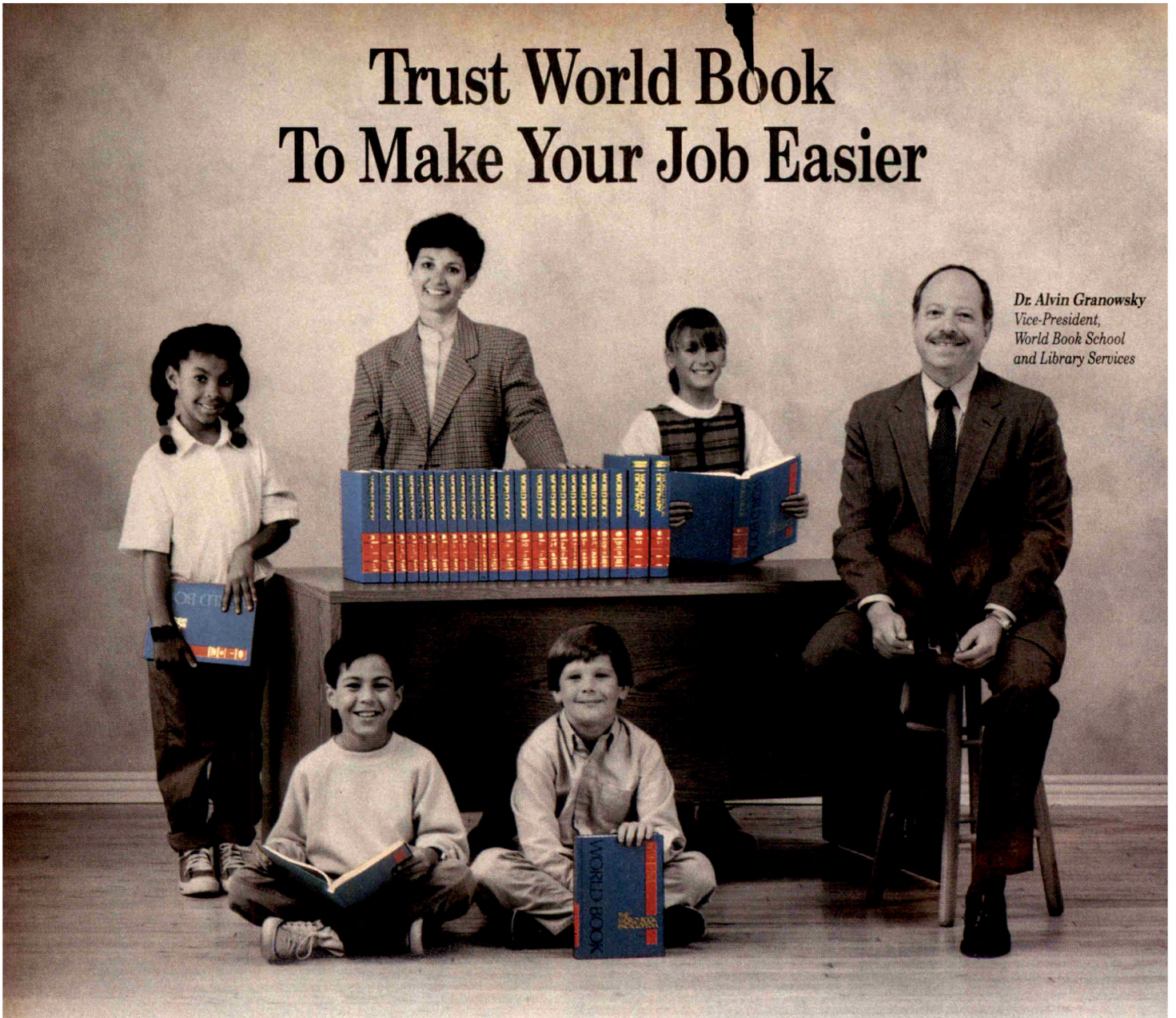
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Cover: Steve Herb, Wayne Crocker, Mary Case, and Robert Newlen (l.-r.) appear in a poster as part of ALA's new professional recruitment campaign (Story p.893.). The six librarians in the campaign chose their careers in recent years. Margaret Guerrero (r.) appears in one of the campaign's mini-profiles. The black-and-white cover photo by Greg Randon was hand-colored by artist Mary Jones.



in the news

Non-MLS librarians see minimum standards as threat

Recommendations for minimum standards in New York public libraries have been forwarded to the state's board of regents, and those standards have a lot of New Yorkers upset. The most controversial item recommends that all libraries be administered by an MLS librarian paid a minimum of $20,000 per year.

Although the recommendation provides for a "phase-in" period to give libraries time to meet the proposed regulations, many feel that financially hard-pressed rural and small town libraries will be forced to close.

The standards committee, appointed by the State Education Department in 1986, didn't reach its conclusions lightly—or unanimously—according to Elizabeth Manion, director of the Marlboro Free Library and committee chair. "Public hearings were held across the state," she told *AL*. "Large libraries were disappointed that the standards didn't create new goals for them to reach. But in a state with such diversity it couldn't have been any other way."

Local newspapers and non-MLS librarians operating small libraries are indignant. A *Rochester Democrat and Chronicle* editorial advised that the standards be "shelved." Quoting Scottsville PL Director Catharine Allen, who ranked knowledge of community needs above professional training, the editorial asked, "What could an MLS degree teach her that she needs to run her tiny, financially strapped library, which is open only 28 hours per week? 'Nothing,' she says."

Linda Bretz, director of the Monroe County Library System, was interviewed for the same editorial, but told *AL* that her words were twisted and taken out of context to seem to demean small libraries and people like Ms. Allen. To *AL*, Bretz lauded the dedication and effort of such people. "I think they're victims," she said.

Manion noted that the phase-in period, a "grandfather" clause for non-MLS holders currently on the job, and a waiver process will protect incumbents' jobs and the libraries they administer. "Our intention is not to close libraries or diminish services, but to improve them."

Manion expressed optimism about prospects for adoption of the regulations, noting that the regents will discuss the standards at their next monthly meeting and come to a decision during the winter. But, she added, "funding is the key element." —*T.G.*



GOLD MEDALIST MAKES HER LIBRARY'S DAY. Teresa Edwards, basketball gold medal winner at the 1988 Olympics in Seoul, scores a proud smile from Children's Specialist Teresa Groves, who designed the "homecoming window" at the Roddenbery Memorial Library in Cairo, Ga. Edwards' brother, Shellon Anderson, is a Roddenbery staffer.

Survey of large PLs helps define latchkey challenge

There's both good news and bad news to report about public librarians' attitudes toward latchkey children, according to Assistant Professor Frances (Smardo) Dowd, of Texas Woman's University library school. The good news: Librarians favor serving latchkeys as they do any other user group, with targeted programs. The bad news: Too few librarians have implemented their own recommendations.

After analyzing her random sampling of 91 public libraries serving 100,000+, Dowd told *AL* that public librarians need in-service training and better links to community groups to better serve latchkeys.

Some 75% of the respondent library systems reported hosting an average of 21 unsupervised preteens most weekday afternoons. Yet, fewer then one-third of libraries surveyed had developed latchkey policies—and these were usually written after the children began appearing and dealt largely with negatives such as disruptive behavior or children left after hours.

Ideas both respondents and Dowd favor include providing parents with online databases of afterschool activities and drafting volunteers and older children as tutors for younger latchkey patrons. Though at least one-third of respondents recommend such programs, less than 20% offered any of these services themselves.

Half the respondents are proud of how their libraries cope, but some 33% admit frustration in trying to meet latchkey needs without neglecting other patrons. To reduce such frustration, Dowd suggests that libraries anticipate the latchkey service challenge by framing positively phrased policy statements and reevaluating programs. —*B.G.*

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Friends, colleagues mourn death of Paul Brawley



Paul Holm Brawley, 1942–1988

Paul Brawley, editor of ALA's *Booklist* magazine since 1973, died Oct. 2 in Chicago at the age of 46. Brawley's colleagues on ALA staff and his many friends in the publishing community were deeply saddened by the loss of this high-spirited leader in the reviewing field. Services were held Oct. 6 in his hometown of Birchtree, Mo., where his parents, Paul V. and Lucille, reside. A special service was held later in Chicago. Memorial gifts may be sent to Chicago House, 801 W. Cornelia, Ste. 2N, Chicago, IL 60657.

Brawley earned his library degree from Simmons College and worked at Boston Public Library before joining the *Booklist* staff in 1969. Under his direction, the magazine doubled its reviewing output to more than 6,000 titles annually, while retaining high professional standards.

Bill Ott, managing editor and adult books editor, has been named acting editor of the magazine.

The following tribute to Brawley was written for *AL* readers by one of the *Booklist* staff members who knew him longest, Irene Wood, editor, nonprint reviews:

Remembering Paul

I worked with Paul Brawley from the time he was original editor of the *Booklist* nonprint section to his untimely death last month. After developing that section into a respected source of reviews and special lists, Paul was named *Booklist* editor in 1973. He embraced his new role as an editor responsible for book reviews with enthusiasm and a sense of mission. Paul never looked back over his shoulder at the nonprint section, except to offer support to this newly promoted nonprint editor.

With flair and creativity, Paul transformed *Booklist* over the years from an established library buying guide into a lauded review journal whose increased timeliness and scope of reviews was matched by heightened visibility of its staff, innovative graphic design, and stunning four-color covers. In addition, Paul's attention to advertising and subscription interests established *Booklist* as a prime source of revenue for ALA's Publishing Department. Most recently, *Booklist* pioneered a program of electronic pre-press publishing.

Paul supported his editorial staff with continuing respect for their specialized expertise, enabling them to add their own strengths and particular interests to the overall vigor of the magazine. We remember Paul with gratitude for the enormous respect he won for the magazine, for his determination and style, for all he brought to *Booklist*.

Told to transfer out

School librarian sues for rights in furor over quoted remarks

A Chicago school librarian is standing her ground in the face of student protests and efforts to transfer her following a controversial interview in which she and two other teachers detailed the difficulties of teaching in an inner-city high school. A number of students called her remarks racist.

School system officials ordered the three transferred out of Roberto Clemente High School at the end of the last school year after a lengthy article appeared in the Jan. 22 Chicago *Reader*, a weekly alternative newspaper. The interviewees discussed issues ranging from the educational bureaucracy and teacher burnout to fights in the classroom and the students' home environments. Students and community figures claim that the interview contained remarks that were racist and ridiculed students.

Clemente Principal Jesus Sosa told Chi-

SIGHTINGS: Librarians as we find them

Julio Lainez

THE CHILDREN AT THE COSTA RICAN orphanage didn't know the tall American who visited that March day, but they knew she held something exciting in her arms: Books.

Dozens of *cuentos*—children's stories—were within reach. In the courtyard of the Hospicio de Huerfanos in San Jose, some 20 tots buzzed around Betsy McWilliams, a former school librarian from Cleveland. With children gathered close, she first introduced them to Alex the bear, a hand puppet who gave rules on caring for books, then released the magic of children's literature.

McWilliams, founder and executive director of Bibliotecas, Inc., makes two trips annually to Central America to help maintain orphanage libraries there.

"I want these children to be able to enjoy their childhood," McWilliams says. A 1961 graduate of the University of Wisconsin/Madison library school, she won't discuss politics and insists her two-year-old organization is nondenominational as well as nonpolitical.

A trip to Nicaragua in 1986 inspired McWilliams to help. In the Children's Library in Managua, she had admired a fresco depicting youngsters enjoying books and felt a bit jealous that the library had been built by Austrians. She wished the building's plaque had read, "A gift from the people of the U.S."

Peter Brennan reports for *The Tico Times*, published in San Jose, Costa Rica.



McWilliams shows new book to children.

So far the volunteer group has established 17 orphanage libraries in Central America and has distributed some 5,000 books, most in Spanish or bilingual. Within the next year, McWilliams will ship 3,000 more books, all donated by New Jersey–based Troll Press.

McWilliams thinks of the books, which are worth an average of $2.50 each, as "a minimum investment for a maximum return." She welcomes funding contributions (tax-deductible) at Bibliotecas, Inc., 2899 Glenmore Rd., Cleveland, OH 44122. For information on book donations, call 216-751-4349. —*Peter Brennan*

cago newspapers that the three were ordered out of the predominantly Hispanic school because their presence might be disruptive to the educational environment. Two of the teachers accepted the transfer, but librarian Kay Thompson sued the Board of Education Sept. 2, charging her First Amendment rights had been violated. That day a federal judge ordered her reinstated to her job while the suit is pending.

Jane Whicher, an American Civil Liberties Union attorney representing Thompson, told *AL* that nothing her client said in the article is derogatory, and that all the teachers' comments are constitutionally protected. Whicher said that Thompson is supported by most of the students, and that she "continues to perform efficiently and happily at Clemente," where she helped set up the library program when the school opened in 1975. Thompson has declined to talk to the media while the case is pending.

Objects to tone

"We are objecting to the racist tone, the context, and the demeanor of the article," said Enrique Fernandez Toledo, program director of Aspira of Illinois, a Latino community organization. He told *AL* that remarks made by the teachers about the parents' educational level, unemployment, lack of support for their children's education, and other matters were aimed at all Latinos in the community. "That's what constitutes a racist statement: attributing a trait or characteristic to the entire community," said Toledo.

"We're not talking about freedom of speech here," Toledo said, "We are talking about the quality of education," adding that there is a connection between the attitudes shown in the *Reader* article and Clemente's 80% dropout rate.

On Sept. 26 some 200 of the 3,000 Clemente students staged a walkout to protest Thompson's reinstatement. "We believe the lady shouldn't be here," sophomore Jose Jimenez was quoted in the Chicago *Sun-Times*. "She was hired to help the students, not criticize them." But other students defended Thompson: the newspaper quoted Lawrence Banyon, 17, as saying, "Miss Thompson goes out of her way to help eve-

---

A production error in the October issue (p. 764) resulted in the deletion of the opening lines of Charles Hamaker's "The Least Reading for the Smallest Number at the Highest Price." The opening quotation, from the *Toronto Globe and Mail*, reads: "Academics were captive suppliers of cheap materials and libraries were captive consumers. . . ."

AL deeply regrets any confusion caused our readers and apologizes to the author.

Washington Wire:

Clips from the ALA Washington Newsline and other sources

Apply by Dec. 1 for new preservation money. The newly signed Interior Appropriations Bill, now PL 100-446, ups the NEH Office of Preservation funding from $4.5 to $12.5 million. To apply for some of this FY89 money, call George Farr or Jeffrey Field at NEH (202-786-0570); deadline for applications is Dec. 1. The bulk of the money will support brittle-book microfilming projects, but other preservation activities may be considered.

FY 1989 library funding—not bad, considering. Congress was expected to adjourn in mid-October after churning our a formidable mass of legislation—including all 13 appropriation bills. Funding for library programs (PL 100-436) got the presidential signature Sept. 20, after the Senate receded on its abortion amendment. ALA's Washington Office called the funding pretty good, considering the economic climate and zero-budget beginnings for most programs. The LSCA and HEA titles ran close to FY88; ESEA I, Ch. 2, was down; NCLIS and NLM up.

Space prohibits spelling out the programs here, but the boxscore of selected funding is (in thousands; add three zeros): LSCA I, $81,009; LSCA II, $22,324; LSCA III, $19,102; LSCA IV, $4,730; HEA II-B, $709; HEA II-C, $5,675; HEA I-D, $3,651; ESEA I, Ch. 2, $491,728; NCLIS, $741; NLM, $64,058; MLAA, $9,673.

House and Senate block NTIS contracting-out. Compromise legislation (HR 4417) passed Oct. 5 would prevent NTIS from contracting out basic functions and activities without prior congressional approval. NTIS would get some management flexibility, but must continue to contribute its products to the Depository Library Program—a nice assurance to gov doc librarians and users.

"Child Protection" amendment afloat at press time. Two versions of a Child Enforcement and Obscenity Enforcement Act failed to become law by mid-October, though the Senate passed an amendment of that name by 97–0 (the parent bill died). The Senate version is still nervous-making to civil libertarians, but at least only those engaged in selling the materials for profit could be charged with illegal possession and distribution. As *AL* went to press, intellectual freedom advocates feared that the amendment could attach itself elsewhere before Congress adjourned.

ALA input reflected in major new report. In preparing *Informing the Nation: Federal Information Dissemination in the Electronic Age*, the congressional Office of Technology Assessment listened to the ALA Washington Office, a panel of librarians, and others to get a broad perspective on the complicated issues. Rep. Frank Annunzio (D.-Ill.), chair of the Committee on House Administration, which requested the report, says it "shows how electronic technologies might be used to improve public access to information and save a great deal of money to taxpayers."

An OTA summary cites the major challenges and options put forth in the report, noting that "the advent of electronic dissemination raises new equity concerns since . . . those without electronic access are disadvantaged. In general, library, media, consumer, and related groups argue that the Federal Government has a responsibility to assure equity of access to Federal Information in paper and electronic formats."

The report (GPO Stock No. 052-003-01130-1) is available at $14 from Sudocs, GPO, Washington, DC 20402-9325 (Tel: 202-783-3238). Free summaries can be ordered from OTA, Washington, DC 20510-8025 (Tel: 202-224-9241).

(Washington Wire draws on ALA Washington Office news, but is written by the AL editors, who are solely responsible for any comment or interpretations.)

ryone. . . .She's not a racist at all. The kids who are yelling the loudest are the ones who don't know her." Senior Iris Perez told the paper, "She had a right to say what she felt about the school. There are problems, and all she did was talk about them." —*G.F.*

15-year jail sentence for Georgia rare book thief

Robert "Skeet" Willingham, former University of Georgia rare book curator, was convicted Sept. 8 of theft of rare library materials and sentenced to 15 years in jail. According to the *Athens Daily News*, Judge James Barrow, in pronouncing a sentence which also included 15 years probation and $45,000 in fines payable during probation, said: ". . .he has breached a public trust that is irrevocable."

The paper also quoted Willingham's attorney, Ernie DePascale, who expressed "shock" at the severity of the sentence, and who immediately filed motions for sentence review and a new trial. "That kind of sentence is what we see for rape, robbery, murder, kidnapping." DePascale, quoted in the *Athens Observer*, said, "I don't think anyone could expect a man of his peaceful nature to survive such a sentence in our state. . . ." Willingham is currently free on $50,000 bond.

Exoneration on one count

Willingham, convicted of 13 counts including the theft of *Les Liliacees*, an eight-volume set of 19th-century floral prints valued at $500,000, was exonerated on one charge: Assistant District Attorney Rick Weaver failed to prove that Willingham stole a Civil War volume, purchased for $2,500, then donated it back to the University as a $3,600 partial payment of the $10,000 membership fee in The President's Club, a University booster organization.

Proof of ownership

DePascale challenged the prosecution to prove the library actually possessed the items in question. He argued that catalog cards, the only records available, were insufficient proof of ownership. He called a former UGA staffer, who testified that security had been lax enough that numerous people could have stolen the materials. According to the *Athens Observer*, DePascale would concede that only *Les Liliacees* was proved to be owned and in the possession of the Hargrett Rare Book and Manuscript Library.

"I feel good" [about the verdict], said Tom Camden, head of Hargrett. "Our *collection* was raped," he told *AL*. "Theft in special collections is rampant, and usually the thief gets a slap on the wrist and then opens a bookshop."

Mary Ellen Brooks, curator of rare books, who testified on 11 separate occasions during the three-week trial, said she "wasn't prepared" for the verdict. "It's very difficult to help prosecute a former coworker. We worked together for eight years."

A cautionary tale

Georgia's experience may be a cautionary tale for all special collections. Brooks explained that because pertinent cards had been removed from the card catalog, shelflist, and rare books shelflist, the library had difficulty proving ownership. Electronic and union list records will only serve if accompanied by additional proof of when the item was actually known to be in the collection.

Brooks also noted that the job of safeguarding the collection from future predation is a massive one that must be carried out in addition to the library's normal work. —*T.G.*

Vast Renaissance archive acquired by Yale

A vast archive of materials from the Italian Renaissance and later, covering 500 years of a prominent Florentine banking family, has been purchased by Yale University from a Swiss book dealer for an undisclosed sum. The 150,000-item collection, now Yale's largest single historical archive, is said to be the country's largest Renaissance archive. It will be housed in the Beineke Library.

Yale President Benno Schmidt, quoted by the *New York Times*, said, "For centuries to come [the archive] will be the foundation for thinking about the Renaissance and early modern thinking." The archive contains business records and correspondence of the Spinelli family, whose bank dealt with such major figures as Cosimo and Lorenzo de' Medici, painter Giorgio Vasari, and a succession of Popes.

Some scholars feel ledgers and business records will be the collection's most illuminating elements. Noting that the Reformation began when the Vatican borrowed money to renovate St. Peter's, Jaroslav Pelikan, Yale religious historian, said, "To begin to see the kinds of deal-making that went on, you need to get hold of account books." Pelikan also suggested that basic questions of financial history, such as the evolution from barter to a money economy, charging interest, and the first uses of risk capital, might be clarified.

Julia Wallace



DOCS ARE U.S., KIDS ARE US. At a recent St. Paul, Minn., book fair, kids were "fair" game for state and local government documents librarians promoting gov-doc goodies. Regional Depository Librarian Bill LaBissoniere played Uncle Sam.

One unusual document, dated 1478, is a demand by Pope Sixtus IV to a Spinelli customer to pay a debt. An addendum added later is an excommunication notice for non-payment. Robert Babcock, a Beineke curator interviewed by the *Times*, wryly noted, "When you're a papal banker, there are a lot of advantages."

Babcock told *AL* that acquisition of a very large, non-English collection is "not that common" in American libraries. He also said the collection, which fills 180 linear feet of shelving, will be cataloged in hard copy and online, in Italian.

Only a small portion of the collection has been carefully examined by Yale scholars. Babcock noted his fascination with 200–300 coded letters from a family member who served England's Henry VII as a spy in the Netherlands.

Cataloging of the collection will be completed in phases, with project completion expected in 1992. —*T.G.*

Three (at least) will run for ALA president-elect

ALA spring elections will see at least three candidates vying for the office of vice-president/president-elect. The winner will serve as 1990–91 president, succeeding Patricia Wilson Berger.

The ALA Nominating Committee has named, as its candidates, Irene Braden Hoadley, director, Evans Library, Texas A&M University (College Station), and Hannelore B. Rader, director, University Library, Cleveland (Ohio) State University.

Announcing his intention to run as a petition candidate is Richard M. Dougherty, professor, School of Information and Library Studies, University of Michigan (Ann Arbor).

Petition candidates may be put up by 25 or more members up to four months before the June 24–29, 1989, Annual Conference.

Next month's *AL* will carry the full report of the ALA Nominating Committee, including council nominations, and notes on the candidates to date.

news in brief

Censors 3, libraries 14. The first *Annual Report* of the Oregon Intellectual Freedom Clearinghouse reported 17 formal challenges against materials in the state's public and school libraries during the period May 1987–June 30, 1988. In 14 cases the materials were retained in the libraries. Objections included perceived promotion of secular humanism, the occult, and the presence of sexual references.

The Clearinghouse was established by the state library to collect reports on intellectual freedom challenges and to uphold the principles of the Library Bill of Rights. State Librarian Wes Doak said, "Now we have a baseline number against which to measure future potential threats to the basic principle of intellectual freedom in our society." Copies of the *Annual Report* can be requested from the Library Development Services Division of the Oregon State Library, Salem, OR 97310-0640.

LC phones to change. Effective October 21, the Library of Congress telephone exchange (the three-digit number) switched from 287 to 707. LC's area code, 202, remains the same, as do office numbers.

Tulsa funds library growth. Tulsa (Okla.) voters gave landslide approval to two sizable library propositions in a late-August referendum. Tulsa City-County Library System will receive a $2-million boost in operating funds and a $4.2-million building fund.

The 10-year building program, passed by a 66.2% yes vote, will include two additional branches, new buildings for two branches currently in leased facilities, three expansions, and major renovation of the Central Library.

The increased operating funds, which will raise the budget above $9 million next year, were passed with a 68.3% vote. A computerized public catalog and a new bookmobile are planned.

Citizens for Libraries, a group of 500 volunteers, is credited with marshalling voter support, through a media campaign and a phone bank that called some 60,000 registered voters.

Reagan library okayed. Construction of the $45-million Ronald Reagan Library is scheduled to begin before the year's end. The Ventura (Calif.) County Planning Commission unanimously approved the plans after differences between foundation officials and environmentalists were resolved.

Larger than any existing presidential library, the Reagan library will occupy a 100-acre site 35 miles northwest of Los Angeles and 45 miles southeast of Santa Barbara. The approved plans call for the protection of three rare plant species found on the site and for altered operating hours to avoid worsening rush-hour traffic.

Natural history of a book. A Canadian project currently underway will chart the timing in the lives of 150 English-language Canadian trade books, from publication, through the review process, and ultimately to library shelves.

Funded by the federal Department of Communications and the National Library of Canada, the project will survey 52 publishers, 25 libraries, and 25 journals. Publishers are asked to provide publication history and inventory data. Review media will report on how the books came to their attention, and in what form they were received for review, e.g., galleys or bound. Libraries are asked to supply information on how they came to purchase the volumes chosen.

The study's director, Francess Halpenny, editor emeritus of the *Dictionary of Canadian Biography*, told *Quill & Quire* that libraries and journals will remain anonymous, "for the sake of assured accuracy and freedom from unwanted scrutiny."

Up in arms downunder. New Zealand librarians are outraged over a consultant's report which recommends that the national library establish user fees. Much of *New Zealand Libraries* (June 1988) is given over to denunciations of the Price Waterhouse study.

An unsigned editorial labels the report "offensive." J.W. Blackwood, university librarian at Massey University, questions the



MATCHED SET. These 23-by-18-inch heavyweight posters stir up warm and fuzzy feelings about library cards by linking them to such nostalgic favorites as baseball cards, Old Maid games, marbles, jacks, and Archie fan club memberships. The David Martin originals are available at $6 each or $10 the set from the West Virginia Library Commission, Cultural Center, Charleston, WV 25305.

report's operating assumptions: users value only COD services, and pricing is the most effective basis for resource allocation. He also takes issue with the report's understanding of the role of libraries, noting, "the promotion and dissemination of knowledge, and the preservation of recorded wisdom rate no mention."

Nine other authors representing the spectrum of library environments, also take aim at the report. As the anonymous editorialist notes, the debate will continue.

Serials prices redux. The Medical Library Association board of directors has passed a strongly worded resolution which " 'deplores' and protests" differential serials pricing, excessively high prices, and the impact of such things on "the free flow of exchanging and disseminating information." Citing U.S. subscription rates significantly higher than rates charged to libraries in the country of origin, MLA took aim at foreign publishers and urged the end of "market-based discriminatory pricing."

Holocaust library underway. A new museum devoted to the study and remembrance of the Holocaust will include an archive and library intended to become the major American center for Holocaust documentation.

President Reagan unveiled the cornerstone for the United States Holocaust Memorial Museum October 5 in Washington, D.C. The museum, located on a 1.7-acre site donated by the government near the Washington and Jefferson memorials, .is

QUICK BIBS: New and recent books on a timely topic

by Bill Ott

ECCENTRIC TRAVELERS

THE SECOND CHAPTER OF E. M. FORster's *Room with a View* is called "In Santa Croce with No Baedeker." It describes the first, tentative attempts of a young English girl named Lucy, on holiday in Italy, to see something of the country beyond the borders of a travel guide. The same impulse that prompts Lucy to give up her Baedeker in search of the "real" Italy also motivates the somewhat more adventurous travelers whose books are listed below.

There are no Baedekers for most of the places described in these books—the equator, the Australian Outback, the Silk Trail in China. Even those who stick closer to civilization seek out the undersides of the places they visit. D. H. Lawrence, another tourist who saw Italy without a Baedeker, contended that every so often he felt the "absolute necessity to move." For those reading these books by similarly inclined writers, Lawrence's clarion call to travel beckons like a steamship's whistle.

Clarke, Thurston. *Equator: A Journey.* 1988. Morrow, $18.95 (0-688-06901-6).

Wanting to travel around the globe is one thing, but following the equator on your 360-degree journey is quite another. Undaunted, Clarke successfully traversed one of the planet's most forbidding geographical zones, encountering along the way a plethora of problems, from visa snafus to political unrest to the chaos of what he calls "nature's anarchy." Hardly another day at the beach.

Horwitz, Tony. *One for the Road: Hitchhiking through the Australian Outback.* 1988. Random/Vintage, $6.95 (0-394-75817-X).

Australia is becoming a popular tourist spot, but few vacationers would attempt the journey Tony Horwitz made: a solitary trek across the Outback, alternately walking and thumbing rides. No camera-toting, Fodor-packing tourist, Horwitz fits right in with the strange assortment of hardy souls who are roughing out a life in a demanding country.



P. J. O'Rourke's caustic reports on life in the politically troubled spots around the world won't make you want to renew your passport, but they will keep you laughing.

Mewshaw, Michael. *Playing Away: Roman Holidays and Other Mediterranean Excursions.* 1988. Atheneum, $18.95 (0-689-12006).

Mewshaw, who has lived in Rome for 10 years, views Europe through the eyes of a battle-scarred veteran. While most tourists would look at a sidewalk cafe in Rome and see romance, he sees Italians holding their car radios in their laps to keep them from being stolen. Although he describes these essays as an "anti-travel guide," his affection for the "commedia dell'arte" he finds daily in the streets of Rome shines through the cynicism.

O'Rourke, P. J. *Holidays in Hell.* 1988. Atlantic Monthly Press, $16.95 (0-87113-240-0).

O'Rourke, a reporter for *Rolling Stone,* travels to political hotspots across the globe and sends back bizarrely apolitical, highly personalized, often viciously satirical ruminations on, for example, tourism in Lebanon: "The wise traveler will pack shirts or blouses with ample breast pockets. Reaching inside a jacket for your passport looks too much like going for the draw."

Parfit, Michael. *Chasing the Glory: Travels across America.* 1988. Macmillan, $17.95 (0-02-594731-1).

Traveling by small plane and motorcycle, Parfit retraced the 2,500-mile victory tour of the U.S. made by Charles Lindbergh in 1927. He tells about what he saw from the air and on the ground in this delightful successor to *Travels with Charley* and *Blue Highways.* Along with vivid portraits of people and landscapes, Parfit conveys the exhilaration of flying, reveling in its history and lore as much as in the sheer glory of being in the air.

Stevens, Stuart. *Night Train to Turkistan: Modern Adventures along China's Silk Road.* 1988. Atlantic Monthly Press, $7.95 (0-87113-190-0).

Stevens and three other Americans set out in 1986 to retrace the ancient route along China's Silk Road, leading to the desolate region of Turkistan. An unconventional traveler with a fine sense of the absurd, he supplies a jaunty review of his battles with inclement weather and his encounters with a range of fascinating Chinese people.

Sullivan, William L. *Listening for Coyote: A Walk across Oregon's Wilderness.* 1988. Morrow, $18.95 (0-688-07880-X).

Sullivan spent a little more than two months hiking across 1,360 miles of Oregon wilderness. His reflections on the "New Oregon Trail" include not only descriptions of the stunning landscapes, but also vivid portraits of the human wildlife he encountered—squatters, prospectors, marijuana growers, and other varieties of the vanishing breed of rugged individualists. □

Bill Ott, who writes this column freelance for American Libraries, *is acting editor of ALA's* Booklist.

expected to be completed by late 1990.

Materials already on hand for the library and archive include written recollections by soldiers who liberated concentration camps at the end of World War II, as well as a large collection of books and other publications. The museum is negotiating to obtain microfilm copies of Holocaust holdings from other institutions around the world and is testing a system that will electronically link some 100 Holocaust-study institutions worldwide. The completed facility will have stack space for 100,000 volumes.



HARD ROCK IN CENTREVILLE. Hard to find, that is, until the Boy Scouts of troops 893 and 1122 unearthed this boundary stone, now in a library. The stone once marked a boundary line of the Captain Willoughby Newton tract, site of present-day Centreville, Va. Engraved "WN 1739," the eagle-eyed scouts' discovery (in 1971) turned out to be the county's oldest artifact. The Historic Centreville Society recently presented the rare rock to the Fairfax County Public Library. It will be on permanent display in a Centreville Regional Library to open in 1992.

"Library Brigade" returns in December

J.C. Bennett's skeptical view of the reported librarian shortage, "The Charge of the Library Brigade" (Sept., p. 724–725), evoked a flood of reader response. Next month *AL* will publish a rebuttal by Charles A. Seavy of the University of Arizona library school, along with a generous sampling of the letters we received on the controversy, both pro and con.

Other features in the December Midwinter issue include reports on the recent conferences of the Library and Information Technology Association and the New York Library Association, and a guide to restaurants and shopping in Washington's Adams Morgan neighborhood near ALA's Midwinter Meeting site.

Three Fs: Fees, fines, fundraising—do they swell public library coffers?

Do public libraries benefit significantly from non-tax revenue sources? The answer varies with the size of the population served, according to ALA's just-released survey, *Non-tax Sources of Revenue for Public Libraries.*

With support from the H.W. Wilson Foundation, the survey gathered data from a stratified random sample of public libraries nationwide. Of 869 queried, 619 (71%) returned useable responses.

Overall, some 97.3% of the respondents earn non-tax dollars from levying fees and fines, charging users for replacing materials, selling items, and conducting fundraising activities. Yet, only 22.6% receive non-tax revenues equal to 20% or more of their operating expenditures. Of the libraries serving communities of fewer than 100,000, 9% receive over 50% of their operating expenses from non-tax sources.

The largest slice of the non-tax revenue pie comes from fundraising and financial development. User fees constitute the smallest slice, reported respondents. Some 85.1% receive income from voluntary contributions; 51% collect user fees. Fees do not yield a profit for most libraries; neither do the fines, charges, and sales receipts collected by 83% of respondents. Instead, libraries often return these proceeds to their funding agencies.

Charting non-tax revenues in 43 categories by varying service-population sizes, the paperbound survey is $3 from ALA Publishing Services (42 p., 0-8389-7253-5). Mary Jo Lynch was project director.

***WLB* editor resigns.** Milo Nelson editor of *Wilson Library Bulletin* since 1978, has announced that he will leave the magazine approximately at year's end. Nelson, who built up the magazine's editorial and advertising content, is widely respected for his insightful "Letter from New York" column. He told *AL* he was satisfied with his achievements at *WLB* and ready to move on. Nelson was a university librarian before joining *WLB*, but ads for his replacement state only that the MLS and library experience are "preferred."

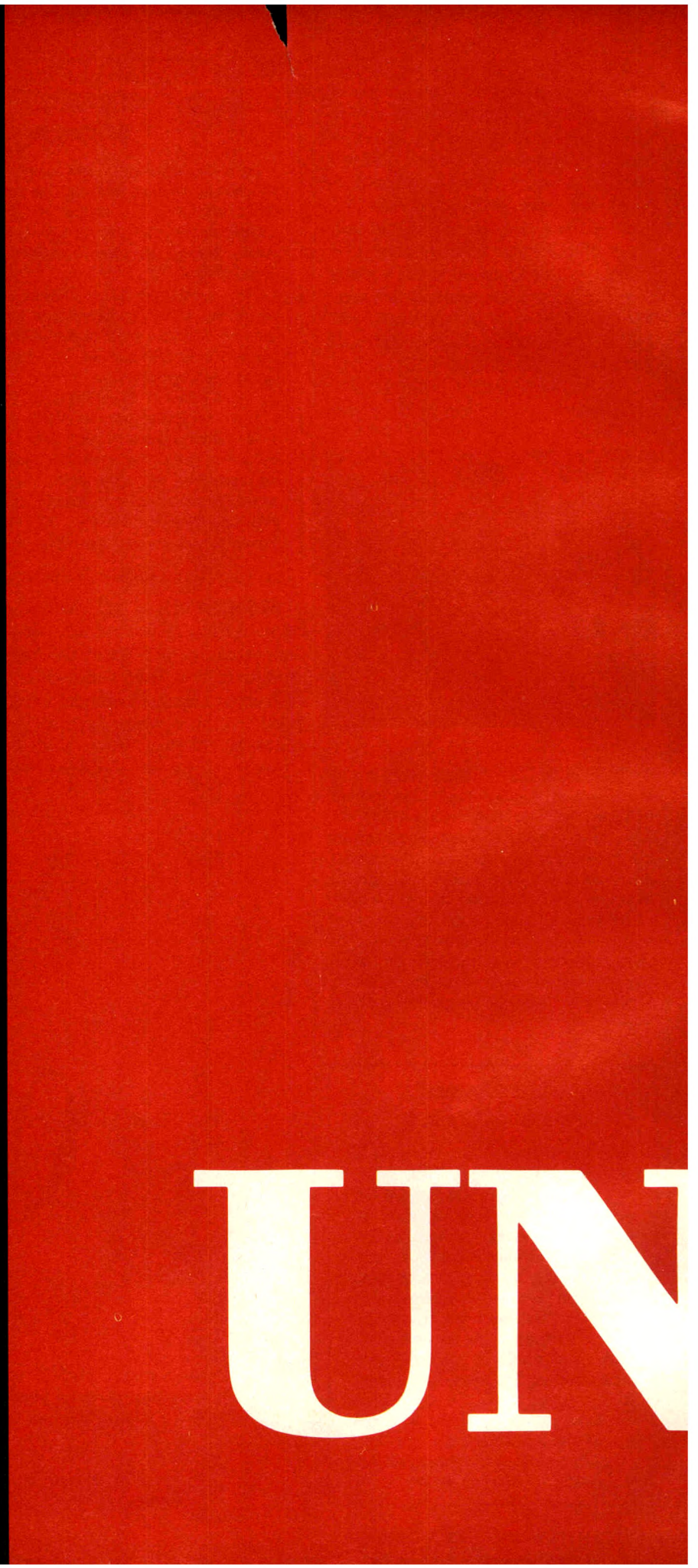
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IFLA downunder: Was it worthwhile?

An irreverent analysis of the public and private faces of the 1988 International Federation of Library Association's Sydney conference, by an international library educator and native son

by W. Boyd Rayward

THE 200TH ANNIVERSARY OF EUROPEAN SETtlement in Australia has been a year of celebrations, spectacles, and ceremonies. Many Bicentennial events have focused on Sydney. Here in 1788, Governor Arthur Phillip established an English penal colony on the protected foreshore of a wide harbor he judged to be one of the world's finest. Today, Sydney is a beautiful, human city. Immigrants from around the globe have poured in, and it has become vibrantly, perhaps a little self-consciously, multicultural. Debate about what this means for the nation is incessant, often loud and acrimonious, and is monitored suspiciously by our Pacific and Asian neighbors. It was the right time and place for a multicultural International Federation of Library Associations and Institutions (IFLA) assembly.

W. Boyd Rayward, formerly dean of the University of Chicago Graduate Library School, returned home in 1986 to head the School of Librarianship at the University of New South Wales, in Sydney. He has been a globetrotting *AL* correspondent at previous IFLA meetings in Lausanne and Brussels.

I grew up in vivid, sprawling Sydney. I studied librarianship here, at the University of New South Wales (NSW), the IFLA Conference site. After further study in Chicago, I returned to NSW to accept my first teaching assignment. After a second sojourn in Chicago, I returned yet again, two-and-a-half years ago. Insofar as one ever can, I have come home.

Relaxing its rule that national conferences should be held apart, IFLA agreed four years ago that its 1988 conference would take place in Sydney at the University of NSW in conjunction with the Biennial Conference of the Library Association of Australia (LAA). The theme and variation chosen by the LAA for its meeting were: Living Together—People, Persuasion, Power. IFLA's variation on the same theme was: Living Together—People, Libraries, Information.

Reporting for *AL* on IFLA conferences in Lausanne (*AL*, Nov. 1976) and Brussels (*AL*, Dec. 1977), I had traveled as an eager tourist, naive perhaps in my professional expectations. Behind my occasionally waspish critiques I was hopeful and took for granted a rationale for these large, dull meetings. I also attended them quite heedless of the organizational complexities involved.



The speed and skill of Australian sheep shearers, on display for IFLA delegates at Sydney's Argyle Tavern during Australiana Evening.



An aboriginal dance performed at Sydney's Argyle Tavern offered a relaxing change from IFLA business for dozens of congressists.

International planning

Planning in Sydney was well advanced by the time I arrived. Although I was not involved, I soon became aware of the difficulties the organizers faced—inevitable matters of cost, communication between Melbourne, Sydney, and IFLA headquarters in The Hague, program development, travel, accommodation, meeting facilities, entertainment, and the special translation needs of an international conference.

Other more subtle problems existed. Remote from Europe and North America, Australian librarians questioned the association's professional value "downunder." IFLA, it was said, was on trial. But, of course, so was the LAA. That these attitudes existed suggest the novelty of the event, the scantness of available resources, and the trepidation it aroused.

The IFLA opening ceremonies were held in the splendor of the Sydney Opera House. Its famous sails always spread, the Opera House seems poised to sweep onto the water to race the yachts, up the harbor, through the Heads, and into the open sea to South America.

The conference was declared open with modest stateliness by the Queen's representative in Australia, the Governor-General, Sir Ninian Stephen. He was followed by Hans-Peter Geh, IFLA president.

A salutary reminder

In accomplished English, Geh reminded his audience that delegates were expected to speak in their own language if it was one of the four (English, French, German, and Russian—next year five, when Spanish will be added) official languages of the Federation. He delivered his address in German, giving the audience something of a shock; but it was a salutary reminder. Headphones were provided, though a great many people had not picked them up, and the speech was also projected in English onto a screen.

Geh offered a spirited defense of reading and the need to promote reading. He also emphasized the importance of cooperation with UNESCO and similar international organizations. His remarks were followed by fraternal greetings from representatives of UNESCO, the International Council of Archives, and the International Federation for Documentation—which was meeting for no good or sufficient reason simultaneously at the other end of the earth.

"Remote from Europe and North America, Australian librarians questioned the association's professional value 'downunder.' "

A plenary session addressed by the director-general of the National Library of Australia, Warren Horton, followed. His speech was important because it brought out Australian ambivalence to an IFLA perceived as more Euro-centered and paternalistic than it should be. Horton urged IFLA to find effective means of encouraging regional involvement in its work outside Europe and North America, not merely in the Asian-Pacific Rim countries for which he held a special brief, but in Latin America and Africa, too. Expressed positively and politely, was this major speech as much warning as advice?

The conferees streamed up Macquarie Street to the conference reception at the State Library of NSW. Food was in abundance and wine flowed freely. Strolling players did their thing. The speechifying and the formality of the Opera House was forgotten. In an ever-changing ebb and flow, the delegates, with deafening animation, began to carry out one of the most important functions of such a gathering.

Hectic conviviality

Thus it was that from Aug. 30 to Sept. 3, some 1,650 delegates from 59 countries listened to 100 papers read in 65 sessions located up and down the attenuated, steeply-sloped NSW campus 30 minutes from the center of Sydney. Here, too, 107

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exhibitors displayed their wares in the University Union's great white Roundhouse and its ugly brick Squarehouse.

What a bustle and confusion it all was! How unlikely the camaraderie that arose from shared submission to the tyranny of the Basser Steps linking upper and lower campus; the breathless, mid-climb greetings; the long halts to admire the view! Such hectic conviviality as reception pressed upon reception! So many friendships reclaimed from other times and places, so many new ones begun! Such gossip and laughter! And then, the five days passing in a blur, it was over. The echoing silence is now broken by the clamor of students just returned from break. Their presence reasserts insistently, victoriously, the banalities of routine and the everyday.

"IFLA conferences must become one conference—not two. While the diversity of participants' interests must be recognized, sessions must become intellectually and professionally challenging."

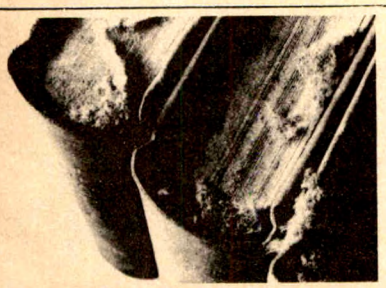
What was achieved? Was it worthwhile? IFLA lumbers into a grand, ceremonial, crowded existence for a few days once a year and then winks back to its modest offices in The Hague. Last year it was Brighton; this year Sydney; next year Paris—so what?

Public IFLA

It seems clear that IFLA conferences have a public aspect and a private, official one without much overt connection between them. The public aspect comprises the meetings that give the printed program bulk.

Some attention has been given to attempting to improve public IFLA. For example, to identify potential speakers new to IFLA, a call for papers had been made for the Sydney conference—hardly a novel event for an international professional meeting! A panel selected five which were offered in a "Contributed Papers" session. Notable was a study of the need for agricultural information of women in rural Uganda and the role of women in that remote society. A poster session was also held, but was not very successful. There were only five stations: two from the U.S. and three from Australia.

A concerted effort was made to have workshops—on parliamentary libraries, research libraries, prison library services, the bibliography of rare books, and continuing education—a regular part of the proceedings. Formal sessions organized by IFLA's eight divisions, 32 sections, and 10 round tables consumed the rest of the conference. Papers were read on a vast range of subjects. Just what these papers achieved, apart from giving contributors an official purpose for travel, is hard to say. Levels of sophistication and interest varied wildly. Many were more descriptive than analytical—understandable given the diversity of speakers and their audiences. Many participants I talked to voiced *sotto voce* criticism of the quality and relevance of the sessions.



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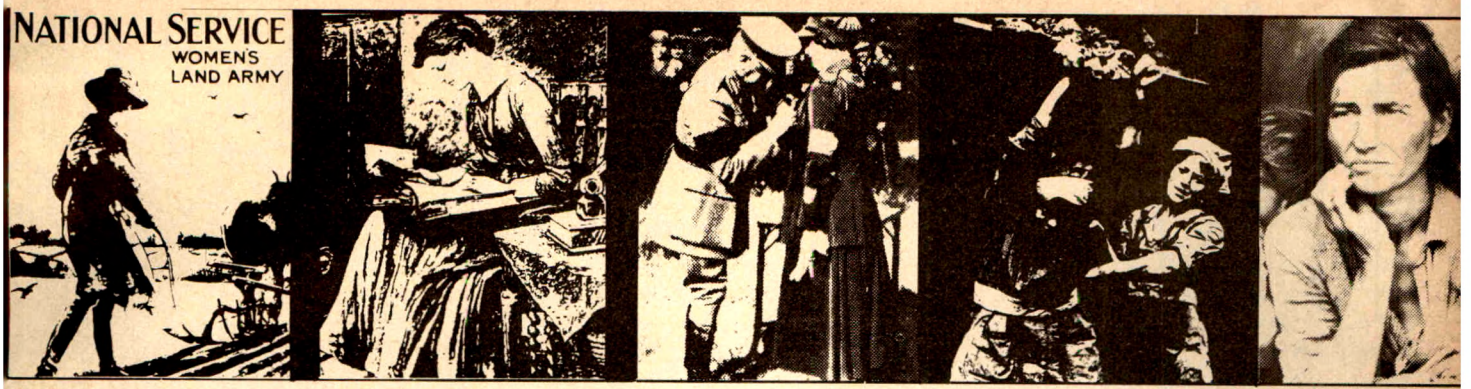
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Robert Wedgeworth: IFLA's reach exceeds its grasp

An interview by W. Boyd Rayward

WBR: Was anything particularly noteworthy achieved at the Sydney meeting of IFLA?

RW: It demonstrates the value of getting outside Europe and North America. IFLA must recognize the existence of substantial library communities in different parts of the world. Most participants had no idea of the range and extent of development of librarianship in Australia.

The conference also shows that when IFLA goes to different places it attracts a different audience that is able to express an interest in international librarianship. But this reveals a problem.

IFLA's reach has exceeded its grasp. As an international organization it must go beyond Europe and North America. It needs more effective mechanisms than it now has for reaching other constituencies. The present regional organization and routine arrangements of IFLA are not adequate to the challenge of making people feel involved. We have the promise of a worldwide IFLA, but we need an organizational structure to achieve this. IFLA's horizons have been extended by this visit to Asia and Oceania but more than a brief meeting is needed to sustain contact.

Robert Wedgeworth, dean of Columbia University's School of Library Service, is a member of the IFLA Executive Board.

What about the new Core Program, Advancement of Librarianship in the Third World (ALP), in this context?

This is a start, but it does not represent a fully rationalized organization of regional activities. While it needs additional financial support from the developed countries, it needs the active involvement of those most concerned. A focus on the development of infrastructure is not fully articulated, yet this is what is needed in the Third World. Something has to be developed and in place when initial funding ends. There needs to be an increased emphasis on funding and coordinating mechanisms balanced by adequate processes of consultation. We have something to learn from the UNESCO model in this respect.

How is IFLA doing financially?

It is financially stable, but its finances are not up to the tasks it hopes to undertake. With the worldwide recession in government funding, IFLA must find outside resources. But this should not obscure the fact that the most enduring support must come from its own constituencies. There has in the past been substantial under-payment or non-payment by members of their dues. While historically this has been understandable, it is important that the dues structure be reorganized and that the obligation to pay dues be recognized by everyone for the strength of the Association. The rules have to be the same for everyone.

What of present and future American involvement in IFLA?

We are very pleased that there is more U.S. involvement than ever before. Our members are making important contributions professionally as well as financially. There are special opportunities for the U.S. delegation in Paris next year. IFLA must adopt a more substantial intellectual agenda. It must articulate its values more forcefully for the general public in terms of how libraries advance education and science and promote culture. This won't happen talking about management and technology. Next year, the bicentenary of the French Revolution, is an opportunity to focus on human values. The American delegation will urge IFLA to adopt Article 19 concerning freedom of expression of the U.N. Declaration of Rights.

Official closed-door IFLA

But there's more to IFLA than bland papers. Several days before the general sessions began, the Executive Board, coordinating boards, standing committees, Professional Board, Program Management Committee, and advisory committees of the core programs met behind closed doors. Here, IFLA's business is done. Most participants are unaware of this dimension. There is no substantial intellectual input by conference participants to it. Official IFLA appears private and limited to a frantic cognoscenti who occasionally pop up at public meetings and then vanish on mysterious errands.

My press credentials gave me a glimpse of official IFLA. I interviewed major Federation figures including President Hans-Peter Geh, LC's Joe Price, chair of the Professional Board, and Bob Wedgeworth, dean of the School of Library Service at Columbia University and member of the Executive Board.

"IFLA lumbers into a grand, ceremonial, crowded existence for a few days once a year and then winks back to its modest offices in The Hague."

These discussions revealed that the "private" IFLA agenda concerns planning and development of undeniable international importance, which will eventually become public in the *IFLA Journal* and the *IFLA Annual*. This work has evolved in scope and complexity over the past 15 years and is centered in IFLA's "Core Programs." Equally important has been the ongoing search for effective financial resources and managerial structures to support this work.

There are four Core Programs and a fifth planned. The oldest are UBCIM (Universal Bibliographic Control International MARC) and UAP (Universal Availability of Publications). Both have their origins in the early 1970s, when IFLA embarked on a comprehensive and stressful process of self-scrutiny, restructuring, and change. UBCIM developed the International Standard Bibliographic Descriptions (ISBDS); a new one for machine-held data files is currently being elaborated.

UAP aims at overcoming barriers to the international availability of documents. PAC (Preservation and Conservation), launched in 1986, has been actively sponsoring seminars, workshops, and publications.

(Continued on p. 912.)

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AACR2 rules!

I THOUGHT ALL OF THE FIGHTING over AACR2 and its descendants was over. Apparently not. Although I agree with Robert S. Brevard (Sept., p. 648) that certain aspects of AACR2 (the hand-wringing, the speeches, and the stroking of terrified reference librarians) were a waste of time, I don't agree that it was a silly waste of time. If it had been silly, it might have been fun.

Where I disagree with Brevard most strongly is with his what-the-hey attitude that it doesn't matter anyway. Perhaps it doesn't matter in small libraries where the Clemens/Twain problem is considered monstrous. Certainly OCLC has made a lot of things easier for us; but it is cavalier to suggest that one can take an OCLC record and convert it to whatever you want it to be. In a large library with many branches and limited resources, one must use OCLC records without editing wherever possible.

Brevard also seems to be living in a world where the only thing ever purchased for a library is a book with a nice helpful title page and verso. When an AV cataloger is trying to determine the exact title of a banded-together set of spoken cassettes, or when a serials cataloger is struggling with an item with a different title on every other page, it is helpful to have AACR there on the shelf to consult. If we are going to catalog library materials we need rules. Like it or not, AACR (2, 3 or whatever) is the rule. To dismiss it as irrelevant is not only unprofessional but also childish.

GAY BAINES, ALA member,
Buffalo and Erie County (N.Y.) Public Library

Improving cataloging records

THE LACK OF WELL-TRAINED CATALogers is reflected in the low quality of records added to national databases such as OCLC. If the quality of cataloging records in the databases were improved, then libraries would need to spend less time editing records. Here are a few suggestions to improve the quality of cataloging and to speed up searching:

1) After catalogers receive the MLS degree they should be required to pass a proficiency exam in each MARC format for which they wish to input new records into a national database. A new encoding level, "Q," should be created for records input by catalogers who haven't passed the proficiency exam.

2) Databases should charge an inputting library to correct errors in the library's I- and K-level records. These charges could be assessed for major errors affecting retrieval and perhaps for errors that don't affect retrieval.

3) Level-K and Q records would be "bumped" by level I records without having to enhance the K and Q records, similar to the way LC records now bump member records.

4) Have publishers put bar codes on all their books and have catalogers input the bar code into the cataloging record. (A bar code reader/inputter attachment would be on the terminal.) When libraries search for a cataloging record the first and fastest search would be by the publisher's bar code. If this search is unsuccessful all the current access points would be available for further searching.

CATHERINE LEONARDI, ALA member,
Duke University Library, Durham, N.C.

Comparable worthlessness II

MORE ON "COMPARABLE WORTHlessness" (Sept., p. 650): J.J. Sanchez's "example of the very worst to be found among the stereotypes of librarians" is an advertisement from a Seattle newspaper for a "no salary" librarian.

An equally outrageous example of Comparable Worthlessness can be found in our own official organ, *American Libraries* (July/Aug., p.596), in which there is an advertisement for a librarian to establish a library in Virginia City, Nev., offering a virtual "no salary" of $13,500 for an MLS.

Mr. Sanchez called it "an outrage because it is too true." Is its truth perhaps due to ALA's perpetuation of the *Seattle Times* stereotype? (or is it the *Seattle Times* perception of the ALA stereotype?)

BELLE WEINBERG, ALA member,
New York, N.Y.

Forgotten memorial

IN LOOKING OVER THE SEPTEMber issue of the journal, I noted one unfortunate omission. In the map of Washington, D.C., on page 722, the most beautiful and impressive monument of all is not shown. I refer, of course, to the Vietnam Veterans Memorial. I hope you will give it some special attention between now and Midwinter so that those librarians who have not seen it will make the effort to do so.

JOSEPH A. BOISSÉ, ALA member,
University of California/Santa Barbara library



Having never served on an ALA committee, Horace seriously misunderstood his first roundtable appointment.

Customized cowboy logo

WE WERE DELIGHTED TO SEE a picture of one of our sister Nevada libraries with the westernized version of the ALA logo on its new building (July-Aug., p. 562).

We would like to give credit to the artist who added the cowboy hat and bandana to the logo in 1982. Her name is Marilyn Davenport, and she has been employed for 16 years as the graphic artist of the Las Vegas–Clark County Library District.

CYNTHIA GAFFEY,
Las Vegas–Clark County Library District



Vexed in Virginia

RECENT NEWS REPORTS AND editorial musings in *American Libraries* (April, p. 245–246; June, p. 422; July/Aug., p. 632) leave the impression that Virginia librarians are a bunch of good ol' boy yahoos intent on smearing the reputation of State Librarian Ella Gaines Yates because she is "black, female, and not a native Virginian."

Mrs. Yates became embroiled in controversy over two major issues. The first involved her management of the personnel and other resources of the state library. The second involved questions of unethical and/or illegal conduct.

It was not racism but Mrs. Yate's management style and her treatment of subordinates that caused the many staff resignations and resultant loss of corporate memory. This loss of valuable employees greatly reduced the level of service provided the libraries of the Commonwealth. Communications were almost nonexistent to both the staff and to the local libraries. It was at this time that the Virginia Public Library Directors Association was formed.

The questions of unethical and/or illegal conduct revolved around a number of issues, the most important of which was the award of a sole source bid to a company (Phoenix Films) known to have close personal ties to Mrs. Yates. While the State Police investigation found "no provable violation," the State Audit and Review Commission report stated that "...actions, in conjunction with other factors, gave the appearance of impropriety, whether or not it occurred or was intended."

The blind acceptance of Mrs. Yate's insinuations of racism, sexism, and xenophobia ignores the very real questions about her management and judgment and, at the same time, belittles the dedicated and professional librarians of the Commonwealth of Virginia.

W. ROBERT KEENEY, ALA member,
Eastern Shore Public Library,
Accomac, Va.

Captive caller

LIBRARIANS HAVE THEIR LISTS OF unusual reference questions. How many times have you heard the reference staff say they were going to write a book of their favorite questions? There are probably thousands of unwritten books waiting to be written by reference librarians.

The library staff at East Tennessee State University in Johnson City has had its fair share of the bizarre and humorous, but last week we received what we consider to be our

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topper. It's just too good not to share with other librarians.

Gayle White, a graduate student who has worked at the library for over a year, received a telephone request for the section numbers from the *Tennessee Code* about fugitive warrants, extradition, and speedy trial. She told the caller that it would take her a few minutes to look up the information, and she asked if she could have his number to call him back. When the caller told her no, she suggested that he call her back at the library. After a long silence, the caller told Ms. White that he would have to stay on the line since he was only allowed one phone call a day. He hesitatingly added that he was in jail.

Ms. White found the information he requested, and the caller thanked her profusely for her time. Ironically, Ms. White's area of study is sociology with a strong emphasis in criminal justice.

HELEN WHITTAKER,
East Tennessee State University library, Kingsport

Help stamp out theft

READING YOUR "CRIME AND PUNishment" story on people who have been apprehended after stealing thousands of library books (Sept., p. 639) brought to mind that some libraries mark their books very sparsely.

To make stealers of books from the Orange Public Library possibly feel guilty and ashamed, we mark our books profusely. We use large rubber-stamp impressions on the inside of the front and back covers (can't be torn out) and on the title page, as well as a far smaller stamp in many of the pages' margins that says "return to the Orange (N.J.) Public Library 07050." We also mark the upper and lower edges.

It's not going to stop the bibliokleptics described in your article, but we hope it discourages the casual booklifter. We like to believe we lose fewer books than we would if we didn't make this effort.

MARVIN H. SCILKEN, ALA member,
Orange (N.J.) Public Library

Reptile reproof

THE CARTOON ON "REPTILE DAY" (Sept., p. 648) is very cute but *inaccurate!* Frogs and snakes are not in the same class: Frogs (as depicted) are members of the class amphibia, *not* class reptilia as implied.

ROCKY RIGANTE,
Brentwood (N.Y.) Public Library □

"Library Awareness Program" Blues

(To the tune of "I'm Just a Girl Who Can't Say No")

I'm just a simple librarian
I'm in a terrible fix
The FBI's recruiting me
Should I say "yes" or say "nix"?

All they want is that I make a list
Of books that "foreign-looking" people borrow
'Cause their reading of those books today
Could threaten our democracy tomorrow!

But I thought that a democracy
Meant working to create a free society
But it seems that when we get too free
The FBI is filled with great anxiety!

Oh, I'm just a simple librarian
I'm not a detective or spy
But there is one thing I'd like to say:
"Just say no" to the FBI!

Ann Abrams, ALA member,
Temple Israel library, Boston, Mass.

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Ask a (future) professional: Why are you here?

The class of 1988: Librarians for the new millenium

By the year 2000, today's MLS students will be administering and delivering library services to a rapidly changing U.S. population. Who are these future librarians? Here are preliminary findings from a major new study on the attitudes, demography, and aspirations of the next century's professionals.

by William E. Moen and Kathleen M. Heim

"LIBRARIANSHIP IS FACing an acute personnel shortage both in terms of numbers of new librarians needed and in terms of the quality of these individuals. Currently there are a number of efforts being mounted by different specializations...and by different jurisdictions...to grapple with the problem. However, much of the work that is being done is not being integrated into an overall program of concerted effort by the profession."[1]

That statement is taken from the Office for Library Personnel Resources Advisory Committee's World Book–ALA Goal Award proposal, which sought funding to study labor supply and recruitment efforts and make recommendations for their improvement. Funding was secured and an invitational preconference held in New Orleans, July 7–8, 1988. Part of the preparation for that gathering was a study of current (1988) library school students.

What follows is a brief, preliminary report on findings of the Library and Information Science Student Attitudes, Demographics, and Aspirations (LISSADA) Survey. Conducted by the Louisiana State University School of Library Science, the study surveyed 3,484 students enrolled in 54 accredited MLS programs in the U.S. in spring 1988. Analysis of data continues. This report provides an overview of the class of 1988.

William E. Moen, former research associate at the Louisiana State University School of Library and Information Science, and now a Library of Congress Intern, is a member of the class of 1988. **Kathleen M. Heim** is dean of the School of Library and Information Science at LSU.

Vital statistics

Our respondents in the Class of 1988 were 80.9% female and 19.1% male. Nearly three-fourths (72.6%) were over 30 years of age, and 93.7% were white (See Table 1).

Differences emerge by gender. Table 2 shows that a larger percentage of men (55.5%) were full-time than women (41.4%). Difficulty obtaining responses from part-time students (many of whom are off-campus) may have skewed the LISSADA data in favor of full-time students. Regardless, a far larger percentage of males are enrolled full-time than females.

This has significant implications for career development and gender-status issues. Students able to pursue full-time studies may have an advantage in professional socialization and are more likely to become involved in activities that lead to career advancement. To examine this theory, a cross-tabulation was run to show the effect of full-time status on professional memberships. This cross-tabulation revealed that full-time students are more involved in national and student organizations than part-time students. Over 60% of all ALA student members and 55% of Special Libraries Association members were full-time (Table 2). Sixty-five percent of those indicating no memberships were part-time.

Interestingly, part-time students were far more likely (64%) than full-time students (36%) to be members of state-level associations. This suggests that part-time students identified with their state in anticipation of local employment, while full-time students were more likely to be mobile and thus affiliated nationally. Since we know that national association involvement is one predictor of professional advancement,[2] it may be inferred that even at the student level full-time students are availing themselves of career-building opportunities. In the final LISSADA report, data on enrollment status will be cross-tabulated by professional involvement and sex to investigate this relationship more fully.

With the exception of the very youngest students (20–24 years), men are enrolled at earlier ages than women. Table 3 shows that 36.2% of women enrolled are over 40, compared with 24.4% of the men.

In her paper on recruitment of science librarians, Brown[3] compared undergraduate major data for three MLS programs and found that over 50% held humanities degrees, 22.5% education degrees, and only 5% held degrees in the sciences. LISSADA data, although broken into finer

Table 1
Demographics of Students

	N	(%)
Male	661	19.1
Female	2794	80.9
Total	3455*	100.0
White	3037	93.7
Black	121	3.7
Asian/Pacific Islander	36	1.1
Hispanic	26	.8
American Indian/ Alaskan Native	20	.6
Total	3240*	99.9
20-24	244	7.1
25-29	694	20.3
30-34	665	19.4
35-39	679	19.9
40-44	593	17.3
45-49	318	9.3
50-54	155	4.5
55+	72	2.1
Total	3420*	99.1

*Totals vary due to non-respondents in some categories; ethnicity calculated for U.S. citizens only.



Nathan Loggins

categories, were similar. Table 4 shows that only 6.4% of respondents held degrees in the sciences. English and literature accounted for 18.6% and history for 10.5%. Paskoff has noted that there is a shortage of qualified librarians in most specialized areas.[4] Given continuing enrollment by students with undergraduate majors in the humanities and social sciences, this is likely to continue. In general, while demand for librarians is increasing, demand for librarians with technical backgrounds is acute. Although innovative programs such as Brown discusses may bring a few science recruits to the profession, it is clear that a stronger recruitment effort is necessary.

Table 2
Membership in Professional Organizations by Enrollment Status

	Total	Full-time		Part-time	
ALA	1134	683	60.2%	451	39.7%
State Library Org.	734	264	36%	470	64%
Student Org.	591	384	65%	384	35%
SLA	381	210	55%	171	44.9%
None	1418	497	35%	921	65%

Why librarianship?

Several questions designed to gain an understanding of the reasons respondents chose a career in librarianship were included. For many, the decision to pursue the MLS was made after respondents had been working for some time or were out of the workforce for a time. A majority of all respondents, 52.7%, had previous library experience—many immediately prior to attending library school.

Reasons for choosing library and information science work that scored high were an opportunity to use personal skills, access to the world's knowledge, the importance of information, and the need to earn a living. A surprisingly large number (39.3%) viewed the field as "an alternative to teaching."

A related question found the "intellectual" opportunities in the field an extra-

ordinarily high reason for career selection (84.7%), as was the field's perceived "service orientation" (66.8%). (See Tables 5 & 6).

Respondents were most often influenced by individuals to choose librarianship. Friends were cited as influences by 31.9%. Public librarians were cited by 22.4%, teachers by 22.3%, school librarians by 20.2%, and college librarians by 19.5%. These figures suggest strongly that the OLPR "Each One Reach One" recruitment initiative is a well-targeted theme.

Limited mobility

The survey shows that many respondents have placed geographical limitations on the location of a first position. Two-thirds—66.2%—either already had a permanent position (15.1%), would seek work only near home (45.1%), or near the school (5.3%), or would not seek a position (.7%). Only 16.5% of respondents indicated that they had "no limitations" on first job; 17% were uncertain. This rather small group becomes the "pool" of new librarians in areas where library and information science education is not easily

(Continued on p. 885)

"Each One Reach One"

The purpose of ALA's Office for Library Personnel Resources (OLPR) is to coordinate those ALA staff activities in library education, recruitment, and staff welfare that assist librarians and libraries. OLPR concerns itself with librarianship as a profession and with individual career goals.

For the last several years, the OLPR Advisory Committee has been discussing shortages of specialist librarians—in children's services, technical services, science and technology librarianship, and other areas. It has also been observing a decade-long decline in the number of MLS degrees granted and continuing shortages of librarians of color.

Demographic projections of the year 2000 indicate that nearly one-third of U.S. citizens will be black, Hispanic, Asian or Pacific Islander, or native American. The library workforce is overwhelmingly white.

Numerous studies of librarians have suggested that we choose the profession because of significant role models—people we know and respect who are librarians. The Advisory Committee's perception of the problem, declining numbers of librarians, acute shortages in some specializations, a rapidly changing user population, and the belief that we are our own best recruiters, spurred the development of the "Each One Reach One" concept. —*Ed.*

Table 3
Gender and Age (By Range) of Survey Respondents

Gender	Male		Female	
Ages	N	Percent	N	Percent
20-24	38	5.8%	206	7.4%
25-29	169	25.6%	525	18.8%
30-34	154	23.3%	510	18.3%
35-39	138	20.9%	541	19.4%
40-44	88	13.3%	504	18.0%
45-49	36	5.5%	282	10.1%
50-54	22	3.3%	132	4.7%
55+	15	2.3%	94	3.4%
Total	660	100.0%	2794	100.1%*

*Overage caused by rounding.

Table 4
Bachelor Degrees of Survey Respondents

Degree	N	Percent
English/Literature	625	18.6%
Education	547	16.3%
Social Science	528	15.7%
Other Humanities and Arts	526	15.6%
History	354	10.5%
Languages (other than English)	174	5.2%
Library and Information Science	131	3.9%
Biological Science	129	3.8%
Business	107	3.2%
Physical Sciences	89	2.6%
Other	152	4.6%
Total	3362	100.0%

Table 5
Reasons for Choice of Library and Information Science Work
(In Rank Order by Importance)

	Important		Not Important	
Reasons	N	Percent	N	Percent
Personal skills to be used	2718	80.0%	205	6.0%
Access to world's knowledge	2278	67.1%	361	10.6%
To earn a living	2267	67.1%	378	11.2%
Importance of information	2274	67.0%	386	11.4%
To serve others/community	2206	65.0%	412	12.1%
Need for marketable skill	2067	61.0%	648	19.1%
Previous library use	2060	60.9%	748	22.1%
Teaching others to access	1999	59.2%	575	17.0%
Areas of specialization	1977	58.4%	542	16.0%
Desire for career change	1921	56.5%	972	28.6%
Variety of career opportunities	1890	55.8%	549	16.2%
To do research	1877	55.6%	686	20.3%
Previous library work	1850	54.8%	1204	35.7%
Availability of jobs	1805	53.1%	472	13.9%
Good job market	1615	47.7%	641	18.9%
Opportunities for advance	1590	47.0%	621	18.3%
Supplement another degree	1413	41.9%	1332	39.5%
Alternative to teaching	1333	39.3%	1575	46.4%
Geographical mobility	1229	36.4%	1369	40.5%
Info. policy formation	695	20.7%	1721	51.3%

UPCOMING DEADLINES FOR CLASSIFIEDS:
All ads received by November 7 *will appear in the* December *LEADS.*
Ads received by December 5 *will appear in the* January *LEADS.*

Career LEADS

american libraries classified ads

Beverly Goldberg, ed.
Debbie McDade, asst. ed.

CONTENTS IN ORDER

Late job notices
LEADS guidelines
RFP listings
Positions wanted
Positions open
Automation exch.
Consumer classies
Datebook calendar

LATE JOB NOTICES

BEGINNING NOV. 10, call 312-944-6780 x326 for Dec. issue. Listings taken AS SPACE PERMITS. 20 lines maximum (approx. 50 spaces per line). ALA organizational members receive 17% discount.

****

ASST. LIB. DIRECTOR. Available mid-December. Progressive city of Pinellas Park, Fla. (pop. 44,000) seeking asst. dir. to city ln. Resp., full-time position involving some evenings & weekends at busy community-oriented lib. ALA-accred. MLS req'd. + 2 yrs.' prof. pub. lib. exp. + excellent communication skills. Desire exp. in mat'ls. selection, ref. services, program planning, supervision, & automated lib. systems. Salary $22,609-$30,284 + excellent benefits. Send letter of appl. w/resume & ref. to: Personnel, City of Pinellas Park, 5141 78th Ave., Pinellas Park, FL 34665; 813-544-8831 x302. EOE, M/F/H/V.

REF. LN. Moline Pub. Lib. seeks service-oriented person to provide a range of lib. services incl. in-depth ref. & readers' advisory. Exp. req'd. in one or more of the following areas: Dialog, microcomputers, collection development. Knowledge of Spanish desirable. Reqs. incl. ALA-MLS, good communication skills, & abil. to work well w/both public & staff. Salary from $17,000. Excellent fringe benefits. Apply by Nov. 25. Send resume & 3 ref. to: Marie Hoscheid, Moline Pub. Lib., 504 17th St., Moline, IL 61265. EOE.

AV SERVICES LN. Chadron State College needs MLS w/teaching credentials for delivery of hardware & software services at a 2,500-student, state-supported institution near the Black Hills in the Pine Ridge of n.w. Nebr. The lib. holds 170,000+ print vols. & 5,000 AV titles. Automation is expected by 1990. Salary $20,200 for 12 mos. Send appls. by Nov. 18 to: Lib. Search Committee, Office of the Provost, Chadron State Col., Chadron, NE 69337.

LIB. DIRECTOR for lib.-oriented community of 9,000. New facility. All traditional responsibilities. ALA-accred. MLS preferred. Requires 3-5 yrs.' supervisory exp. in pub. lib. Administrative exp. highly desirable. Richland Hills is an independent community minutes north of the Ft. Worth/Dallas area. Salary: $28,000 yearly. Send resume, ltr. of appl., & 3 ref. by Nov. 20 to: Barry LeBaron, City Manager, City of Richland Hills, 3200 Diana Dr., Richland Hills, TX 76118; 817-595-6600. EEO.

LIB. DIRECTOR. Clifton-Greenlee County Lib. Plans & manages activities of joint town & county library & its affiliates. Responsible for full range of lib. services. Applies for & administers state & federal grants, town & county funds. Requires ALA-accred. MLS. Salary: $22,852-$32,154. Applications accepted until position filled. Send resume to: Clifton-Greenlee County Library, POB 1226, Clifton, AZ 85533; 602-865-2461. EOE.

CHIEF LN. Search reopened; rank of Prof. Oversee all lib. oper., admin., service del. to students & fac., acqs., & coop. efforts w/other research libs. Baruch's lib. has prof. staff of 20 w/extensive support staff; collec. of over 278,000 vols., 5,500 periodicals & serials, & 1.3 million microforms; & will move to a $50 million facility in early 1990s. Qual. incl. ALA-MLS & a doctorate (ABD considered) or 2nd master's in another discipline; admin. achievement; prof. activ. & pubs.; & demon. innovative ldrshp. Ideally, also should have exp. in adv. lib. technol. $44,150-$63,402; superior ben. Baruch, a senior col. of CUNY located in the Gramercy Park neighborhood of Manhattan, consists of schools of Bus. & Pub. Admin., Liberal Arts & Scis., & Ed. & Ed'l. Svcs. Enrollment, incl. undergrad. & grad. students, is over 16,000. Res. or ltrs. of nomination by Dec. 30 to: Louanne Kennedy, Assoc. Provost & Search Cmte. Ch., Baruch Col./CUNY, 17 Lexington Ave., Box 514, New York, NY 10010. AA, EOE.

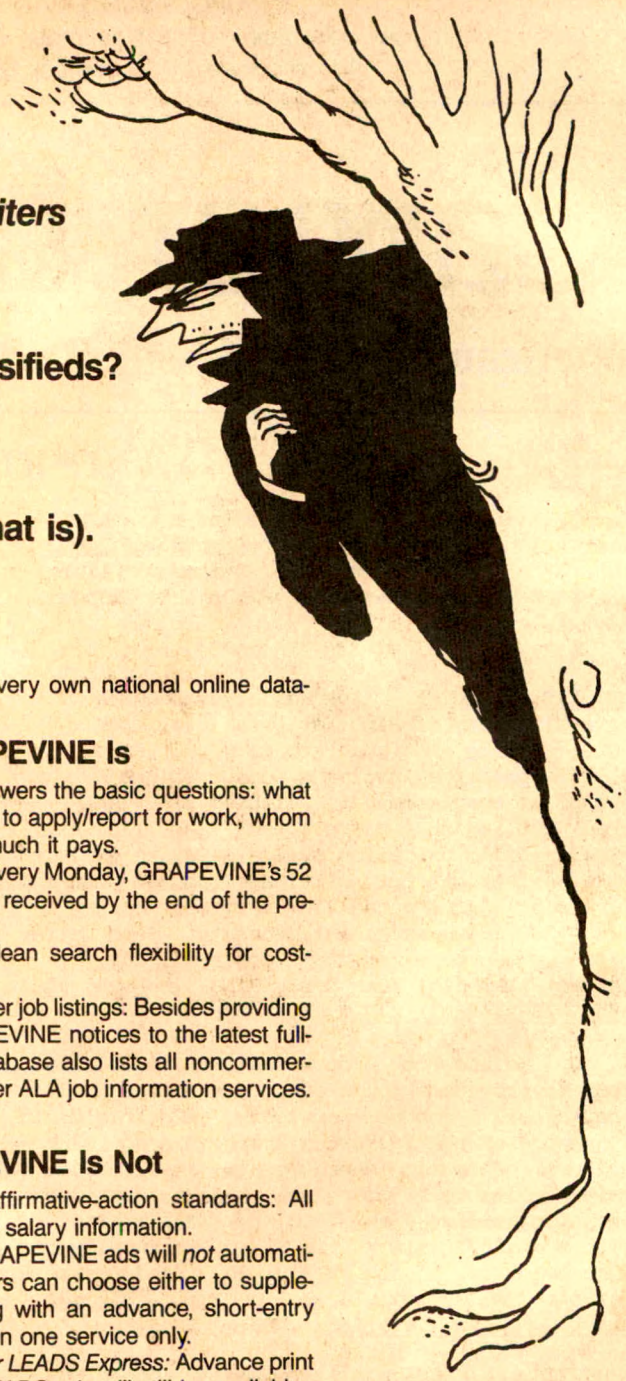
LATE JOB NOTICES CONTINUED ON PAGE 862.

New look for Late Jobs

As you can see, LEADS' late-breaking job classifieds, Late Job Notices, have changed to a two-column format for better readability.

While the department's look has changed, however, overall ad length and low rates stay the same: Each 50-character Late Jobs line now costs $6, with a maximum of 20 lines permitted per listing.

Seen by *AL*'s 49,000+ subscribers, Late Jobs will continue to appear at the front of each month's LEADS classifieds.



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Did you hear what's new,
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Why, the GRAPEVINE (*AL*'s, that is).

That's right, Libraryland: Your very own national online database of job openings has arrived.

What GRAPEVINE Is

›*A short-entry job alert* that answers the basic questions: what the job is called, where it is, when to apply/report for work, whom to contact, and (of course) how much it pays.

›*A recruiter's dream:* Updated every Monday, GRAPEVINE's 52 issues/year will contain all listings received by the end of the preceding workweek.

›*A database* with limited Boolean search flexibility for cost-effective reading.

›*An online referral source* to other job listings: Besides providing see-also references within GRAPEVINE notices to the latest full-text equivalent in LEADS, the database also lists all noncommercial library job lines as well as other ALA job information services.

What GRAPEVINE Is Not

›*Not an evasion* of LEADS affirmative-action standards: All GRAPEVINE listings will disclose salary information.

›*Not a duplicate LEADS:* All GRAPEVINE ads will *not* automatically appear in LEADS. Employers can choose either to supplement their full-text LEADS listing with an advance, short-entry GRAPEVINE notice or to recruit in one service only.

›*Not a substitute* for *AL*'s *Career LEADS Express:* Advance print copies of next month's full-text LEADS ads will still be available.

›*Not expensive.* LEADS advertisers pay only $10 or more for a supplementary GRAPEVINE notice. GRAPEVINE-only recruiters pay $25. Ads appear through week of employers' application deadlines; open-deadline ads appear for 14 days.

VINE's the Word

Job seekers can get to the GRAPEVINE via ALANET by typing ›VINE at system level or from within the Units menu (ALANET4). If you're not already an ALANET subscriber, you can become one by contacting Rob Carlson, Deputy ALANET System Manager, at ALA.

Recruiters can get on the GRAPEVINE by contacting Beverly Goldberg, Career Services Editor, at *American Libraries* (312-944-6780 x326).

The word's out on the GRAPEVINE. Pass it on.

LATE JOB NOTICES CONTINUED FROM 861.

ADULT SERVICES SUPERVISOR. Active pub. lib. seeking an exceptional service-oriented individual to provide leadership & supervision to a dept. of 12 prof. & 7 support staff. Responsible for collection development including strong business collection; ref., reader service, Dialog, exhibits, & planning for new services. MLS, minimum of 7 yrs.' pub. lib. exp., & 3-5 yrs.' supervisory exp. req'd. Salary range: $32,240-$42,274 d.o.e. w/excellent fringe benefits. Send resume by Nov. 18 to: Director of Personnel, Ferguson Lib., One Public Library Plaza, Stamford, CT 06904.

MANAGER OF LIB. PERSONNEL. Resp. for recruitment, compensation, staff development, performance review, salary administration, employee relations, & records management for Northwestern Univ. Lib. Qual.: BA degree & training & exp. in personnel management req'd. Knowledge of &/or exp. w/personnel issues/programs related to acad. research lnshp.; accred. MLS preferred. Demonstrated supervisory, communication, & leadership skills essential. Salary: low to mid-$20s. Position vacant until filled. Send letter of appl. & resume, incl. the names of 3 ref., to: Jacqueline Gibbs, Manager of Employment, Northwestern Univ., 720 University Pl., Evanston, IL 60208. EEO, AA.

REF. LN. Principal duties include assisting students & faculty in the use of the lib.'s resources, w/some orientation & lib. instruction; maintaining ref. collection; some online searching & supervision of ILL assistant as well as students. Versatility & good communication skills are very desirable, as is some familiarity w/OCLC. ALA-MLS req'd. Salary range: $18,500-$20,500 w/good fringes. Review of appls. will begin Dec. 1. Send vitae w/names of 3 ref. to: John Swan, Head Ln., Bennington College, Bennington, VT 05201.

TECHNICAL SERVICES LN. Responsibilities include supervision of technical services, some original cataloging, using OCLC terminal, automation. Req'd: MLS; good oral & written communication skills. Salary: Begins at $17,000. Send resume to: B. H. Parsley, Library Director, Mobile College, POB 13220, Mobile, AL 36613.

LIB. DIRECTOR. Small system w/3 libs. & bookmobile. MLS req'd. Responsible for cataloging, supervision & training of staff, budget preparation, etc. Computerization of one lib. has begun. Salary: $17,000. Contact: Wyoming County Lib. Bd., POB 130, Pineville, WV 24874; 304-732-6228.

TECHNICAL SERVICES LN., Foothill College, San Francisco Bay area. Supervises technical services in fully automated dept. w/resp. for cataloging, acq., ILL, periodicals; additional ref., bibl. instruction, collection development duties. MLS from ALA-accred. inst.; 3 yrs.' increasingly responsible lib. exp., acad. institution preferred; comprehensive knowledge plus exp. in lib. automation. Salary: $26,877-$43,538 plus benefits, 10-mo. acad. yr.; contract, tenure-track position. Deadline Jan. 25, 1989. Contact: Employment Services, Foothill-De Anza College Dist., 12345 El Monte Rd., Los Altos Hills, CA 94022; 415-960-4529.

REF. LN. An active city system w/5 outlets is seeking a user-oriented ln. for its main lib. which serves a multiethnic, inner-city community. Duties include: ref. & readers' advisory functions, database searching, collection development & maint. of the info. & referral service, & selection & maint. of periodicals collection. Reqs.: ALA-MLS. One yr.'s pub. lib. exp., database searching exp., & knowledge of microcomputers desirable. Equivalent exp. &/or ed. may be substituted. Salary range: $22,383-$28,220 in 6 steps. Excellent benefits. Letter of appl. & resume by Dec. 2 to: Business Office, Pub. Libs. of Saginaw, 505 Janes St., Saginaw, MI 48605. An EOE.

LIB. ED., lib. sci. faculty. The Univ. of Southern Mississippi seeks candidates w/expertise in the areas of special libs. & sci. bibliography & competence in info. science & other related fields. Min. sal. is $25,000, but appt. rank & salary will be determined by candidate qual. & exp. Applicants should be committed to excellence in teaching & have a proven research record. Prof. exp. in a specialty is preferred & the doctorate in lib./info. studies or related disciplines is req'd. Appls. will be accepted until the position is filled; serious consideration of appls. will begin March 1, 1989. Send appl., resume & 3 ref. to: Antonio Rodriquez-Buckingham, Chair, Search Committee, School of Lib. Science, Univ. of Southern Miss., Southern Station Box 5146, Hattiesburg, MS 39406-5146. AA, EOE.

INSTRUCTIONAL SERVICES LN. Full-time probationary, tenure-track Instructor/Asst. Prof. to coordinate & promote existing bibl. instruction program; provide instruction & orientation for lib. users; plan & participate in lib. PR program; serve as lib. liaison for assigned disciplines & provide ref., research, & other related assistance to lib. users. ALA-accred. master's & demon. exp. in bibl. instruction req'd. Pref. will be given to candidates w/a subject master's, database searching, &/or ref. exp. & sci., engineering, or business subject expertise. Salary to $25,000 for 180 duty days per year. Mem'l. Lib. is home to MSUS/PALS, an integrated online lib. system containing over 1.5 million records, now serving 31 acad. libs. in Minn. & N. Dak. Applications must be postmarked by Dec. 1. Appt. will be made in early 1989. Apply to: Thomas M. Peischl, Dean of Lib., Mankato State Univ., MSU Box 19, Mankato, MN 56002. Appls. from minorities encouraged.

ASST. PROF., U. of S.C. Tenure-track, fac. position w/appt. possible at Instruc. level for ABD. Teaching & research is expected in areas of children's & YA mat'ls. & services. Candidates w/backgrounds in either school or pub. lib. will be considered & will be expected to teach both basic & adv. courses, & one or more of college's req'd. courses. Interaction w/lns. in the state expected along w/community & univ. services, student advisement, prof. assn. involvement, & participation in college's distance ed. program. Appt. in fall 1989 on 9-mo. sal. schedule at sal. commen. w/rank, min. $27,000. Summer employment a possibility. Deadline for appls. Dec. 15. Send a ltr. of appl. & res. to: Pamela Barron, Ch., Search Cmte., Col. of Lib. & Info. Sci., U. of South Carolina, Columbia, SC 29208; 803-777-3858. The U. of S.C. is an affirm.-action, equal-oppty. employer. Minorities & women are encouraged to apply for this position. Interviews will be held at ALISE & ALA Midwinter.

LATE JOB NOTICES CONTINUED ON PAGE 865.

Order next month's LEADS now.

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Remember: Requests cannot be filled unless they are accompanied by a check and stamped return envelope. Orders for more than one issue must be fully prepaid and accompanied by the appropriate number of envelopes. *American Libraries* assumes no responsibility for items lost or delayed in the mail, or for errors in the uncorrected galley proofs.

LATE JOB NOTICES CONTINUED FROM PAGE 863.

ACQS./SERIALS LN. Requirements: ALA-accred. MLS; 2 yrs.' relevant lib. exp.; supervisory exp.; coursework or prior exp. in legal mat'ls. preferred; exp. w/OCLC, AACR2 preferred. Duties: Oversees acqs., serials control, binding, & accounting. Includes supervision of 3 full-time support staff. Some evening ref. service is req'd. Rank & salary: Acad. appt. at the appropriate level. Salary: minimum of $22,000. Closing date Dec. 1. Send letter of application & resume to: Nancy Johnson, Law Ln., Ga. State Univ., College of Law Lib., University Plaza, Atlanta, GA 30303-3092. GSU is an equal-opportunity employer.

DIRECTOR OF YOUTH SERVICES, Park Forest Pub. Lib. MLS req'd. Exp. preferred. Responsible for mat'ls. selection, weeding, programming, public service, & supervision of a staff of 3 FTE. Sal.: $21,076 min. 4 wks.' vacation. Insurance & other benefits. Apply by Nov. 30 to: Neal J. Ney, Administrative Ln., Park Forest Pub. Lib., 400 Lakewood Blvd., Park Forest, IL 60466.

LIB. DIR., Defiance (northwest Ohio) municipal lib. w/co. extension service. Pop.: County 39,400; city 17,100; 104,000 vols., $638,000 1988 budget, 215,000 annual circ.; 8 full-time, 24 part-time (prof.) staff. Req'd.: ALA-MLS, pub. lib. admin. exp. preferred. Responsible for all lib. admin., budget planning, acquisitions, personnel & staff, automation development, PR; liaison w/grps., city & county officials, & agencies; participate in cooperative lib. programs in state. Beginning sal. $27,000-$30,000 depending upon qual. & exp. 4 wks.' vacation, sick leave, health insurance, State Retirement System, other benefits. Position vacancy due to death, available immediately. Appl. deadline Dec. 1. Send resume, 3 ref. (incl. ph. no.), & cover letter to: John Roehrig, 90 Roehrig Dr., Defiance, OH 43512.

REF. LN., SCIENCE EMPHASIS, Baylor Univ. Lib. Ref. ln. w/strengths in sci. info. for central ref. dept. of 6 professionals: desk coverage (w/regular evening & weekend hours), database searching, & bibl. instruction; supervision of microform service. Qual.: ALA-MLS; science degree; supervisory exp.; demon. aptitude for working w/machines; abil. to communicate effectively. Desired qual.: 2+ yrs.' prof. ref. exp.; exp. w/bibl. instruction; master's degree in a science; knowledge of database searching. Tenure-track position at Instructor or Asst. Prof. level, dep. upon exp. & qual. Faculty rank & status. Salary: Min. at Instructor level, $21,600 for 12 mos. Baylor U. is a private denominational univ. Excellent fringe ben.: retirement, health, dental, 20 days' vacation. Pref. given to appls. rec'd. before Dec. 31. Ltr. of appl., res., & names & adds. of 3 current ref. to: Janet Sheets, Chair, Ref. Ln. Search Cmte., Moody Mem'l. L., Baylor U., BU Box 7148, Waco, TX 76798-7148.

CHILDREN'S/YA LN. needed in Southside Virginia to continue a strong, well-developed program of children's services in a new hdqtrs. bldg., serving a pop. of 19,000 in the city of Martinsville & 95,000 in the regional system. Duties incl. creatively programming weekly activ., readers' advisory, collection dvpt., working w/community grps. Should work well w/staff, have sense of humor, computer literacy. Reqs. ALA-accr. MLS. Lib. exp. desirable. Salary $20,600 + $500 relocation allowance. Appls. due by Dec. 15. Contact: Betty M. Wooldridge, Dir., Blue Ridge Reg'l. Lib., 310 E. Church St., Martinsville, VA 24112; 703-632-7125. EOE.

LN.--COLLEC. DVPT. Full-time, probationary, tenure-track, Asst./Assoc. Prof. to provide ldrshp. in collec. dvpt. & maint. activ. Develop & implement collec. dvpt. & eval. strategies; work w/lns. & instruc'l. faculty to oversee collec. dvpt.; write collec. eval. reports as req'd. This public service position, reporting to dean, may have other duties assigned dep. on skills & background of incumbent. ALA-MLS, subject master's, & 3 yrs.' exp. in compatible lib. (pref. in collec. dvpt.) req'd. Ldrshp. & good communication skills essential. Pref. given to those who demon. collec. dvpt. exp., online systems exp., & who possess other transferable lib. skills. Sal. to $35,000 for 180 days/year. Mem'l. L. is home to MSUS/PALS, an on- line system w/over 1.5 million records. Appls. must be postmarked by Dec. 1. Appt. to be made in early 1989. Apply to: Thomas M. Peischl, Dean of Lib., Mankato State U., MSU Box 19, Mankato, MN 56002. Appls. from minorities encouraged.

HEAD, MICRO SVCS. DEPT., U. of Rochester/River Campus Libs. Manages River Campus Libs.' component of Computing & Reserve Lib., incl. supvsn. & direction of prof. & support staff, planning programs & svcs. in CARL w/Computing Ctr. & other lib. staff, cmte. work, & facilities plng. As lib.'s info. technol. offcr., investigates, promotes, & assists w/budgeting, training, & implementation of info. technology appls. for lib. staff & patrons; participates in grant dvpt.; & keeps abreast of trends in info. technology. Excellent opportunity to participate in high-growth area of an innovative lib. system. Qual.: MLS/info. sci.; 5 yrs.' exp. in research lib. or info. systems; knowl. of lib. micro appls.; supvsy. exp.; excellent communication skills; & abil. to handle multiple priorities. Min. salary: $27,000. Appls. rec'd. by Nov. 30. given 1st consideration. Apply to: Search Cmte., U. of Rochester, Rush Rhees Lib., Rm. 236, Rochester, NY 14627. Equal-opportunity employer, M/F.

LN. II. Broward County. Civil-service opportunity. $23,851-$32,199 per year. Req'd.: Master's degree in lib. science from a college or univ. accred. by ALA & 2 yrs.' exp. in prof. ln. work, or any equivalent combination of training & exp. Note: Current vacancies are: HEAD OF REF. in a reg'l. lib. & BRANCH LN. Official appl. must be rec'd. by 5 pm, Dec. 16 by Broward Co. Persnl. Div. Official appl. & additional info. may be obtained from: Broward County Personnel Div., 115 S. Andrews Ave., Fort Lauderdale, FL 33301; 305-357-6444. EEO, M/F/H.

LIB. & INFO. STUDIES: 2 TENURE-TRACK POSITIONS. Assoc. & Asst. Prof., U. of N.C. at Greensboro, beginning Aug. 1, 1989. Teaching competencies: acad. & pub. lib. administration, ref., subj. bibliography, computer appls. services to children & adults, children's resources. Qual.: PhD; prof. exp. in lib. & info. svcs.; strong research & publication record. Sal.: $28,000-$33,000 (Asst.); $34,000-$40,000 (Assoc.). 9-mo. appt. Review of appls. will begin Jan. 16, 1989, & continue until positions are filled. Submit vita, names, adds., ph. nos. of 3 ref. to: Sangster Parrott, Ch., Search Cmte., DLIS, Schl. of Ed., U. of N.C. at Greensboro, Greensboro, NC 27412. AA, EOE.

LATE JOB NOTICES CONTINUED FROM PAGE 865.

LIB. RESOURCES INSTRUCTION LN. Full-time, 12-mo., tenure-earning faculty appt. to educate acad. community in effective lib. use. Includes mat'ls. preparation, group & individual instruction, evaluation, & tours. Must demonstrate knowledge of lib. automation. Some general ref. duties. ALA-MLS req'd. 2nd subject master's degree & acad. lib. exp. desirable. Salary from $22,000. Deadline: Nov. 30. Send resume & have 3 current letters of recommendation sent to: Chair, LRI Search Committee, Axe Lib., Pittsburg State Univ., Pittsburg, KS 66762. Pittsburg State Univ. is an equal-opportunity, affirmative-action employer.

CHILDREN'S SERVICES HEAD (LN. II). Innovative, energetic, service-oriented ln. w/MLS & at least 3 yrs.' relevant exp. sought to lead the children's dept. of a progressive Long Island lib. 55 minutes from New York City. Duties incl. mat'ls. selection, outreach, programming, readers' advisory service, staff scheduling, & supervision. Book budget of $29,000 plus allocations for other lib. mat'ls. Salary: $24,000-$28,500 dep. on qual., plus excellent benefits package incl. 22 vacation & 14 sick days & retirement & health plan. If you want to head a concerned, busy children's dept. & interact w/professionals in an active system environment, apply by Dec. 1 w/resume & 3 ref. to: George Trepp, Long Beach Pub. Lib., 111 W. Park Ave., Long Beach, NY 11561.

LIB. DIRECTOR needed for Aldrich Pub. Lib., Barre, Vermont, serving 17,000 pop. Salary $18,700-$25,000, dep. on qual. Some benefits. Send resume & 3 ref. to: Charles W. Averill, 254 Hill St., Barre, VT 05641.

BRANCH LN. ALA-MLS req'd. Pub. lib. exp. & knowledge of microcomputers preferred. Duties include supervising 2.5 FTE, programming, publicity, & collection maint. Current salary range: $17,000-$23,000 (increase expected in January 1989). Position open until filled. Contact: Cathy Salyers, 301 N. Van Rensselaer, Rensselaer, IN 47978.

CAREER OPPORTUNITIES

Guidelines

A salary range is required for all job recruitment ads per the guidelines of the American Library Association. "Faculty rank" and "status" are variable and should be explored carefully by applicants. ALA opposes residency requirements. Direct or implied biases will be edited out of ads. Job titles should reflect responsibilities as defined in ALA personnel guidelines.

Frequency/Deadlines

LEADS classifieds: **All line/display classifieds received by the 5th** (or, when *AL's* offices are closed on the 5th, the next business day) will appear in the next month's issue. Issue dates are the first of every month except July. (Vacancies filled after submission can be stamped "filled" until the 18th; advertiser is billed for original ad.) **Late job notices** are accepted by phone only, as space permits, **beginning on the 10th.**

***GRAPEVINE* weekly online job alert:** All job ads received at *AL* by the end of each workweek that are designated for GRAPEVINE will appear in the following Monday's issue. Published only via ALANET (to read, type VINE at system level or from within the Units menu, ALANET 4). Life of ad determined by employer's application deadline; if no deadline is given, ad runs for 2 consecutive issues.

Address

Contact: Beverly Goldberg, LEADS, *American Libraries,* 50 E. Huron St., Chicago, IL 60611; 312-944-6780 x326 (toll-free 800-545-2433; in Ill. only 800-545-2444; in Canada 800-545-2455). Fax: 312-440-0901.

Electronic Mail: Via ALANET: write c/o AL.LEADS or use the LEADSAD online order form. Via TELEX: 490-999-2040 ALA UI (TWX prefix 710).

LEADS Rates

NOTE: *ALA organizational membership required for discounts on job recruitment advertising.*

Joblines: Free listing of numbers and addresses for nonprofit job clearinghouses. Please provide numbers and addresses for employers to contact joblines. No commercial agencies. **(NOTE: *AL* does not supply job lists or forward jobs to clearinghouses.)**

Positions Wanted: ALA personal members receive first 50 words free, 50 cents each word over (limit 3 free ads/year). Nonmembers: 50 cents/word.

Positions Open, Professional Exchange, or **Requests for Proposals** (Please state department and format desired):

Line-by-line: $6/line; 25% off for ALA organizational members ($4.50/line).

Display: Boxes, larger type, prominent format. $60/column inch; 25% off for ALA organizational members.

Late Job Notices: $6/line (no display ads accepted); 17% off for ALA organizational members (no phone surcharge). See complete instructions in section.

Automation Exchange: Computer materials available or wanted. Headings include Peripherals; Instructional Materials; Used Hardware; Public Domain Software; and Hard/Software Wanted. (Please state section desired.) $6/line (no display ads accepted); multiple-insertion discounts on total cost: 2–5 months per year, 5% off; 6 months or more, 10%. No ALA membership discounts applicable.

Consumer Classies: Headings include Available At No Charge; For Sale; Wanted; Barter; Personal; Out-of-Print Books; Periodicals and Serials; and Services and Sources. (Please state section desired.) Format and rates same as for Automation Exchange above.

Datebook: Line-by-line or display format. See rate box in section.

Box numbers: *AL* will provide blind box numbers on advertiser's request for $10 surcharge (free to ALA personal members placing Positions Wanted ads).

To reply to box nos., write: Box (no.), c/o Beverly Goldberg at *American Libraries.* Mark mailing envelope "Confidential."

PLEASE NOTE:

1) All *AL* classified ads accepted by phone incur a surcharge ($5 total for line ads and $10 total for display ads), except for Late Jobs.

2) Advertisers using purchase orders should supply purchase order numbers to *AL* within 2 weeks of placement of advertising. Later receipt will result in incomplete billing.

GRAPEVINE Rates

Brief job listings only. Published only on ALANET; contents independent of *AL's* LEADS classifieds. Format includes: position title; salary range; application deadline; and contact name/address/phone. (Job rank and start date optional.) If the same position is advertised in *AL's* LEADS classifieds, a cross reference to the corresponding LEADS ad is given. $25/listing; $10/listing if same job opening advertised in *AL's* LEADS classifieds. No ALA membership discounts applicable.

JOBLINES

Joblines will appear in full whenever space permits. They will appear in abbreviated form (as below) the rest of the year to make room for expanded Positions Open listings.

NOTE: *AL* ***does not*** supply job lists or forward jobs to clearinghouses. For complete Joblines, see September *AL,* p. 675.

ASIS, ASIS Hdqtrs., 1424 16 St. NW, Suite 404, Washington, DC 20036; **Ariz.,** 602-278-1327, see also Mountain Plains; **ACRL,** 312-944-6795; **Br. Columbia,** 604-430-6411; **Calif.,** 916-443-1222 or 818-797-4602; **CMLEA,** 415-697-8832; **(Calif.) San Andreas-S.F. Bay/SLA,** 408-378-8854, 415-391-7441, or via Dialmail and Ontyme electronic mail services; **S. Calif./SLA,** 818-795-2145; **Canadian Assn. of Special Libs. & Info. Svcs.**/Ottawa Chap., 613-237-3688; **Colo.,** 303-866-6741, see also Mountain Plains; **Conn.,** 203-645-8090; **(D.C.) Metro. Wash.,** 202-223-2272; **Del.,** 302-736-4748 (in Del. only, 800-282-8696); **Drexel Univ.,** 215-895-1672; **Fla.,** 904-488-5232; **Ill.,** 312-828-0930; **Institutional Libs.,** S. Carlson, R.I. Dept. of State Lib. Svcs., 95 Davis St., Providence 02908; **Ia.,** C. Emerson, State Lib. of Iowa, Historical Bldg., Des Moines 50319; **Kans.,** see Mountain Plains; **Md.,** 301-685-5760; **Mich.,** 517-694-7440; **Midwest,** 317-926-8770; **Mo.,** 314-442-6590; **Mont.,** see Mountain Plains; **Mountain Plains,** 605-677-5757; **Nebr.,** 402-471-2045, see also Mountain Plains; **New Eng.,** 617-738-3148;

Nev., see Mountain Plains; **N.J.,** 609-695-2121; **N.Y.,** 212-227-8483; **N.Y. Chap./SLA,** 212-214-4226; **N.C.,** 919-733-6410; **N.D.,** see Mountain Plains; **Okla.,** 405-521-4202; **Ore.,** 503-585-2232; **PNLA,** 206-543-2890; **Pa.,** 717-234-4646; **PLA,** 312-664-5627; **R.I.,** C. Schoonover, c/o Kingston Free Lib., 1329 Kingstown Rd., Kingston 02881; **Rural Libs.,** M. Jaugstetter, Col. of Lib. Sci., Clarion Univ. of Pa., 16214; **S.C.,** Univ. of, 803-777-8443; **S.D.,** see Mountain Plains; **SLA,** 202-234-3632; **Tex.,** 512-463-5470; **Utah,** see Mountain Plains; **Vet. Admin. Lib. Network,** 202-233-2820; **Va.,** 703-370-7267; **W. Va.,** call Pa. Coop. Job Hotline; **Wyo.,** see Mountain Plains.

REQUESTS FOR PROPOSALS

DATABASE CONSULTANT FOR AUTOMATED BRISTOL LIBRARY EXCHANGE, a consortium of 7 libraries in southeastern Massachusetts. ABLE operates a Dynix integrated library system, circulation control and PAC, with a shared database of 150,000 titles. Request for proposal available from: Walter Stitt, ABLE Pres., **Attleboro Public Library, 74 N. Main St., Attleboro, MA 02703; 508-222-0157.**

REQUEST FOR PROPOSALS FOR A LONG-RANGE DEVELOPMENT PLAN. The Norwalk Public Library is seeking professional consultant service to create a strategic plan that will allow us to meet the needs of our patrons most efficiently and accurately as we enter the 1990s. The plan should take into consideration existing and projected technological advances, such as an online public access catalog; increased use of online database searching; building and maintaining of collections of nontraditional media; and the implications for staff, management, physical facilities, and organizational structure of these changes. Qualified persons and firms interested in bidding on this project should submit proposals to the Norwalk Public Library. For a complete request for proposal, contact: Don Yazgoor, Director, **Norwalk Public Library, One Belden Ave., Norwalk, CT 06850.**

POSITIONS WANTED

CREATIVE AND ENERGETIC PhD (LIBRARY AND INFORMATION STUDIES) with 10 yrs.' varied experience in the public schools. ALA-MLS, MSE (Educational Media), MEd (May 1989—School Administration), BSE (English). Teaching experience in children's literature and AV equipment and materials. Many speaking engagements, book in contract, active professionally. Seeking a university position teaching school library/children's literature/AV. Or coordinator for a multischool district. Will relocate. Available June 1989. Reply to: Box B-988-W, c/o LEADS editor, *American Libraries.*

LIBRARIAN SEEKS POSITION IN ARIZONA OR NEW MEXICO. ALA-MLS plus another master's, experienced but willing to accept entry-level position, familiar with Dewey, LCSH, AACR2, MARC, OCLC, some knowledge of LC classification, seeks position in Arizona or New Mexico. Reply to: Box-986-W, c/o LEADS editor, *American Libraries.*

INFORMATION SPECIALIST with 15 yrs.' experience in public and corporate information centers seeks challenging market research/information specialist position with company in Western U.S. Experience includes working for several top Fortune 500 companies in the fields of telecommunications, computers, and other scientific areas. Heavy database skills. Strong commitment to research. Reply to Rich Bernaldo, 2845 Spruce St., Union, NJ 07083; 201-687-5637.

Regional salary guide

Listed below are the latest minimum starting salary figures recommended by 15 state library associations and the North Carolina State Library for professional library posts in these states. LEADS advises job seekers and employers in these states to consider the recommended minimums when evaluating professional vacancies.

Connecticut	$22,200
Indiana	varies*
Iowa	$18,000
Kansas	$17,500*
Louisiana	$20,000
Maine	varies*
Massachusetts	$20,000
New Hampshire	$17,500
New Jersey	$20,350
New York	varies*
North Carolina	$20,832
Ohio	$20,024
Pennsylvania	$18,000
Rhode Island	$20,000
Vermont	$18,500
West Virginia	$20,000

* Rather than establish one statewide salary minimum, some state associations have adopted a formula based on variables such as comparable salaries for public school teachers in each community, or the grade level of a professional librarian post. Before applying for a library post in one of these states, LEADS recommends that job seekers contact the state association for minimum salary information.

POSITIONS OPEN

ACADEMIC LIBRARY

Administrative opportunities at Texas A&M University. 1) **Head, resource development division.** Responsible for planning, administration, evaluation, and coordination of collection development activities. Initiates, develops, supervises, and manages selection of materials, approval plans, gifts and exchanges, serial and monograph searching, preservation, selected grants, special projects, and collection analysis. Allocates and monitors the use of $2.8 million materials budget. Develops cooperative program with academic departmental library representatives. Supervises 3 professional librarians and 10 support staff. *QUALIFICATIONS:* ALA-MLS. Minimum 6 yrs.' professional (post-MLS) experience, preferably in an academic library. Supervisory experience required. Extensive knowledge of current collection management issues and procedures required. Knowledge of library automation as it relates to collection management; prefer familiarity with OCLC, working knowledge of foreign language sources and book trade. Salary: $32,000 minimum for 12 mos.; $33,000 with additional master's. 2) **Head, documents division.** Coordinate reference service, collection development, processing, circulation, and administration operations for division. Define goals, establish objectives, and formulate policy. Supervise and train 3.5 professional librarians and 6 support staff. Oversee the U.S., Texas, and patent depository program. Provide comprehensive reference service through indexes, and online and CD-ROM databases. Develop user instruction programs; conduct tours. Implement addition of bibliographic records to NOTIS for 3 collections: U.S. Documents, Texas Documents, and Technical Reports. *QUALIFICATIONS:* ALA-MLS. Minimum of 6 yrs.' professional experience required, preferably in an academic library. Experience in government documents required. Supervisory experience required. Ability to analyze problems, identify viable solutions, set objectives, and contribute to overall library planning. Should possess knowledge of issues and trends associated with government publications. Knowledge of

Assistant Director for Preservation, Resources Group

Reporting to the resources group director, the assistant director for preservation directs and oversees Columbia's preservation program and participates in setting systemwide priorities and policies. The incumbent will promote the implementation of conservationally sound preservation standards and procedures; share responsibility for initiating and preparing large grant applications and overseeing grant implementation; monitor performance of outside microfilming and binding vendors; cultivate an understanding of preservation concerns throughout the library community; and represent the preservation program at state, regional, and national forums.

The Columbia University Libraries' preservation program was organized in 1974 as one of the first in the United States. Administratively it includes the assistant director, one professional librarian, a conservator, a paralibrarian, and 21 FTE support staff members organized into 4 departments: materials processing, conservation laboratory, preservation records office, and reprographic laboratory. Annually over 5,000 volumes are microfilmed; 50,000 volumes bound or rebound; 3,500 treated in the conservation laboratory; and 60,000 items are shelf-processed. In addition to university funds, the program is supported by grants from Mellon, NEH, New York State, and others.

In addition to an accredited MLS, requirements include advanced library preservation or conservation training; at least 3 yrs.' successful preservation-related experience; evidence of leadership, planning, communication, and management skills; ability to direct others and to adapt to new technologies; and familiarity with the problems of large academic institutions.

Salary ranges are: Librarian II, $32,500–$43,875; Librarian III, $35,500–$51,475; Librarian IV, $39,500–$55,300 (appointment at Librarian IV is for individuals demonstrating exceptional experience and achievement). Excellent benefits, including assistance with university housing and tuition exemption for self and family.

Deadline for applications is Nov. 30. Send resume, listing 3 references, to: **Kathleen Wiltshire, Director of Personnel, Box 35 Butler Library, Columbia University, 535 W. 114th St., New York, NY 10027.**

An affirmative-action, equal-opportunity employer

Associate Director for Collection Development and Management

University of Tennessee/Knoxville

The University of Tennessee/Knoxville Library invites applications and nominations for the position of associate director for collection development and management. Reporting directly to the dean, the associate director is a member of the Library Executive Committee.

RESPONSIBILITIES: Responsible for development and management of the library's collections in support of the university's teaching and research activities. Formulates and implements collection development policies and procedures. Allocates and controls budget in excess of $2.5 million for scholarly information resources in support of university programs. Responsible for policy formulation for providing access to scholarly resources, including print, nonprint, and electronic formats. Coordinates selection process with academic faculty. Assesses collection strengths and weaknesses and develops plans to correct inadequacies; prepares statistical reports and budget analyses. Actively participates in planning innovative cooperative programs for coordination and sharing of scholarly resources on a local, regional, and national scale; represents the UTK Library in regional and national networks. Coordinates work throughout the library on matters relating to the collections. The successful candidate will have an understanding of and demonstrated commitment to equal-employment opportunity and affirmative action.

QUALIFICATIONS required: Substantial collection development or related experience, preferably for a minimum of 5 yrs. in a major research library; excellent writing, speaking, and interpersonal skills; knowledge of national and international trends and issues in research libraries; knowledge of the book, publishing, and online information trades; demonstrated analytical skills, creativity, and innovation; demonstrated ability to work effectively with faculty and staff and to coordinate activities in a number of areas simultaneously; demonstrated managerial skills and leadership abilities. The successful candidate must have knowledge and understanding of the information needs of students and faculty in a research university and of the role of the library in meeting those needs. *Preferred:* ALA-accredited MLS degree; additional graduate degree(s); foreign language competency; fundraising experience. Library faculty must meet university requirements for promotion and tenure.

The University of Tennessee is a multicampus system of higher education and the state's official university and federal land-grant institution. UT/Knoxville is the major comprehensive university in the 4-campus system. The UTK Library, with an annual budget in excess of $6.2 million, holds 1.5 million volumes and receives over 18,000 current serials. The new Central Library facility opened in September 1987. A major library development campaign is now underway. The library is a member of SOLINET, the Association of Research Libraries, and the Center for Research Libraries.

Librarians at the University of Tennessee/Knoxville have faculty rank and status and are appointed for 12 mos. This is a tenure-track appointment. Tuition remission is available to university employees; partial undergraduate tuition remission is available to dependent children and spouses of UT employees. There is no state income tax.

Salary: $50,000 minimum.

Review of applications will begin Jan. 15, 1989, and will continue until the position is filled. The position is available April 1989.

Send letter of application, a current resume, and the names, addresses, and telephone numbers of 3 recent references to: **Jill Keally, Personnel Librarian, University of Tennessee Library, Knoxville, TN 37996-1000.**

UTK is an EEO, AA, Title IX, Section 504 employer.

OCLC or other automated bibliographic control system. Strong communication and interpersonal skills. Salary: $32,000 minimum for 12 mos.; $33,000 with additional master's. *BENEFITS:* Competitive benefits package. No state income tax. Faculty rank. Texas A&M is located in Bryan/College Station between Austin and Houston. ***CLOSING DATE:* Applications received by Dec. 12 will receive first consideration.** Write or call for complete description of duties, qualifications, and benefits. To apply, send letter of application, resume, and names and telephone numbers of 3 professional references to: Roberta Pitts, Head, Personnel Operations, **Evans Library, Texas A&M University, College Station, TX 77843-5000; 409-845-8111.** AA, EEO employer.

Assistant director of library for technical services and automation. Responsible for coordination of cataloging, processing, and library automation (including implementation of PALS) and for library operations during academic intersessions. *REQUIREMENTS:* ALA-accredited MLS; 4 yrs.' experience in technical services or library systems, preferably in academic/research libraries; management experience demonstrating strong management skills; demonstrated abilities in oral and written communication; broad knowledge of academic library automation. *Preferred:* Additional master's in related field. Starting date: Preferably by July 1989. Rank: Manager 4. Anticipated starting salary range: $28,238–$38,000. Liberal fringe benefits. **Send application, curriculum vitae, and names and addresses of 3 references by Dec. 17** to: Marilou W. Zeller, Chair, Search and Screen Committee, **Andruss Library, Bloomsburg University, Bloomsburg, PA 17815.** Bloomsburg University is an affirmative-action, equal-opportunity employer. Blacks, Hispanics, women, and all other protected class members are especially *encouraged* to apply.

Assistant science librarian with faculty rank and tenure track. Assist in providing reference service in *all* sciences including evening and Sunday rotation. Other duties: collection development, online searching, bibliographic instruction, and faculty liaison to academic departments. MLS from ALA-accredited library school. Does not require a science background; willing to train an intelligent librarian who is enthusiastic and has an inquiring mind. Good fringe benefits. Salary: $19,200 minimum for 12 months. Salary and rank dependent upon qualifications and experience. **For full consideration, applications should be received by Nov. 28;** applications will continue to be considered until position is filled. Send letter, resume, and names of 3 references to: Edward R. Johnson, University Librarian, **Oklahoma State University, Stillwater, OK 74078-0375.** AA, EO employer. Successful applicant must comply with IRCA.

Associate Librarian II, original cataloger. The University of Maryland/College Park Libraries invite nominations and applications for an Associate Librarian II, original cataloger position. *RESPONSIBILITIES:* Provides original bibliographic records for library materials in a variety of subject fields and languages, with emphasis on art and architecture. *QUALIFICATIONS required:* MLS from an ALA-accredited program; background in fine arts. Minimum of one yr.'s cataloging experience using the *Anglo-American Cataloguing Rules,* 2nd edition (knowledge of earlier rules highly desirable), and Library of Congress subject headings and classification schedules. Knowledge of at least one European language. Experience with OCLC. The University of Maryland/College Park Libraries is an enhance library and a NACO participant. Salary: $23,558–$31,526. Salary commensurate with experience. Excellent fringe benefits. **For full consideration, submit resume and names/addresses of 3 references by Nov. 30** to: Virginia Sojdehei, Personnel Librarian, **McKeldin Library, University of Maryland, College Park, MD 20742.** The University of Maryland is an affirmative-action, equal-opportunity employer.

Cataloger (search reopened): The University of Akron is seeking an **entry-level,** nontenure-track cataloger. *RESPONSIBILITIES:* Catalog and classify new library collection materials in all formats using LC classification and practices, LCSH, OCLC, and a local online system; catalog and/or classify 2 special collections—government documents and curriculum center materials; perform cataloging authority work by using the online files or creating original records; and create MARC-coded holdings records in conjunction with serials cataloging. *REQUIREMENTS:* ALA-accredited MLS; knowledge of MARC formats, AACR2, LC classification, LCSH, and automated systems. Preference will be given to candidates with experience in an academic setting and automated systems, and with a demonstrated interest in cataloging. This position carries a 12-mo. contract and 22 days' vacation with standard benefits package. Salary: $16,000–$18,000. **To apply, send letter of application with resume and 3 references by Dec. 15** to: Judith L. Fitzgerald, Chair, Cataloger Search Committee, **Bierce Library, University of Akron, Akron, OH 44325.** The University of Akron is an equal-education and employment institution.

Cataloger, specialized collections. Performs original and complex copy cataloging of monographs and manuscripts, in a variety of languages, for the libraries' specialized and general collections using OCLC, AACR2, LCSH, and LC classification. *REQUIRED:* ALA-accredited MLS; knowledge of AACR1 and 2, LCSH, LC classification, and MARC formats; familiarity with a bibliographic utility such as OCLC. Reports to chair, cataloging department. *Preferred:* cataloging experience in an academic library; working knowledge of a Western European language; experience in writing procedures and documentation; good communications skills. Salary: $19,500 minimum for a 12-mo. appointment. Librarians at KSU have academic rank and are eligible for tenure, sabbatical leave, and research support. Vacation of 22 working days. Choice of retirement and medical plans. Kansas State University is a land-grant institution with an enrollment of over 19,000 students and a materials budget of over $2 million. The cataloging department, comprised of 19 staff members, catalogs approximately 25,000 titles annually. KSU is located in Manhattan, a community of 45,000 in the rolling Flint Hills. **Deadline for applications is Dec. 15.** Available after Nov. 17. Send letter of application, resume, and names, addresses, and phone numbers of 3 references to: Charlene Grass, Associate Dean, **Kansas State University Libraries, Manhattan, KS 66506.** KSU is an equal-opportunity, affirmative-action employer. Women and minorities are encouraged to apply.

Cataloger with faculty rank and tenure track. Collier Library at the University of North Alabama is seeking a motivated cataloger who would assist in all OCLC formats. Will be responsible for cataloging music and other assigned subject areas. The library is implementing the NOTIS software package and changing from Dewey to LC classification. Master's degree in library science from an ALA-accredited program is required. Salary range of $25,000–$35,000 depending on degree and experience. Position available Jan. 1, 1989, or earlier. **Send a letter of application, resume, and names of 4 current references by Nov. 15** to: G. Garry Warren, Dean of Library Services, **Collier Library, Box 5028, University of North Alabama, Florence, AL 35632-0001.** An equal-opportunity employer.

Cataloging opportunities at Texas A&M University. 1) **Original cataloger (entry-level).** Responsible for cataloging and classifying monographic materials in all languages, subjects, and formats. Performs original cataloging, editing of subject headings, classification, and descriptive cataloging on OCLC. *QUALIFICATIONS:* ALA-MLS. Entry-level (no post-MLS experience). Prefer preprofessional monographic cataloging experience with AACR2 and LC classification and subject headings. Experience with OCLC cataloging system and name authority file highly desirable. Demonstrated ability to handle detailed work. Salary: $20,000 for 10.5 mos.; $21,000 with additional master's. 2) **Head, automated cataloging department** (search extended). Provides overall supervision and management for the automated cataloging department under the direction of the head, processing division. Responsible for copy cataloging, NOTIS database and card catalog maintenance, maintaining online authority files and solving authority problems, and marking and labeling of materials. Participates in weekly planning meetings. Department consists of 27 classified staff. *QUALIFICATIONS:* ALA-MLS. Minimum of 3 yrs.' progressively responsible, professional (post-MLS) cataloging experience, preferably in an online environment. Demonstrated supervisory skills. Knowledge of MARC formats, AACR2, LC rule interpretations, and Library of Congress subject headings required. Must have experience with OCLC or similar bibliographic utility. Experience with NOTIS desirable. Salary: $23,000 minimum for 10.5 mos.; $24,000 with additional master's. 3) **Head, original cataloging department.** Provides overall supervision and management for the original cataloging department under the direction of the head, processing division. Department is responsible for all original cataloging for all formats in all languages, and provides descriptive cataloging, LC classification, and LC subject headings as needed for OCLC member-input records. Participates in weekly planning meetings. Department consists of 4 entry-level professional librarians, 2 experienced catalogers, and 4.5 classified staff. *QUALIFICATIONS:* ALA-MLS. Minimum of 4 yrs.' progressively responsible professional (post-MLS) cataloging experience, preferably in an online environment. Requires at least one yr. in an academic or large research library. Experience with MARC formats, AACR2, LC rule interpretations, and Library of Congress subject headings. Must have experience with OCLC or similar bibliographic utility. Experience with NOTIS desirable. Supervisory and management skills appropriate to the position. Salary: $24,000 minimum for 10.5 mos.; $25,000 with additional master's. *BENEFITS:* Competitive benefits package. No state income tax. Faculty rank. Texas A&M is located in Bryan/College Station, between Austin and Houston. ***CLOSING DATE:* Applications received by Dec. 12 will receive first consideration.** Write or call for complete description of duties, qualifications, and benefits. To apply, send letter of application, resume, and names and telephone numbers of 3 professional references to: Roberta Pitts, Head, Personnel Operations, **Evans Library, Texas A&M University, College Station, TX 77843-5000; 409-845-8111.** AA, EEO employer.

University of South Carolina
Director of Libraries

The University of South Carolina invites applications and nominations for director of libraries. USC/Columbia has an enrollment of 25,000 students, 1,200 faculty, and grants doctoral degrees in over 62 subject fields. The campus is situated in the center of Columbia, the state capital, which has a metropolitan population of over 400,000 and is one of the fastest-growing areas in the Southeast.

The library collections are housed in the Thomas Cooper Library, which opened in 1976. This bldg. of award-winning design contains 7 floors of 289,000 sq. ft. Three small departmental libraries in business, math, and music are housed separately but are part of the library collections. Collections total more than 2 million volumes, 2 million microforms, and 10,000 periodical subscriptions. The library staff consists of 42 librarians and 87 full-time support staff. Librarians have faculty status and are included in the USC faculty tenure system. The current annual operating budget is $5.5 million. The library is a member of the Association of Research Libraries, the Center for Research Libraries, the Association of Southeastern Research Libraries, and SOLINET. The NOTIS online system is to be installed during 1988–89. The director of libraries reports to the USC system vice president for libraries and collections.

The director of libraries is responsible for library planning, budgeting, personnel recruitment and retention, and management of library services on the USC/Columbia campus. The director represents the university at state, regional, and national library organizations; provides leadership of the library faculty; participates in fundraising; and fosters state, regional, and national cooperative efforts.

Candidates should have a minimum of an accredited MLS degree and a 2nd master's degree; a doctorate is desirable. A minimum of 10 yrs.' library experience, including significant experience as a practicing librarian in a nonadministrative capacity, and at least 5 yrs.' successful administrative experience with increasing responsibilities in an academic or research library are required. Broad knowledge of budgeting and planning, collection development, information technologies, and automated library systems is necessary, as well as commitment to contemporary management principles, academic excellence, and a strong service orientation. Candidates must have demonstrated skills in communication as well as the ability to work collegially with university officers, faculty, staff, students, and the public. Experience with library building expansion is desirable.

Salary is commensurate with qualifications, with a minimum of $65,000. **Review of applications will begin on Dec. 1,** and will continue until the position is filled. Applicants should send a resume, the names, addresses, and phone numbers of 3 professional references, and a statement of professional objectives and philosophy of academic library service and management. Applications and nominations should be sent to: **Fred W. Roper, Chair of the Search Committee and Dean, College of Library and Information Science, University of South Carolina, Columbia, SC 29208.**

The University of South Carolina is an affirmative-action, equal-employment-opportunity employer. Minorities and women are encouraged to apply for this position.

Chief bibliographer. The University of Alabama Libraries, Tuscaloosa, invite applications for the position of chief bibliographer. This position reports to the associate dean of libraries for collections and information services and is responsible for planning, implementing, monitoring, coordinating, and evaluating the collection development program in an evolving environment. Reference and other librarians (22) are in the process of developing collection skills, activities, procedures, and policies under the leadership of this position. *QUALIFICATIONS required:* MLS from a program accredited by ALA; additional graduate degree; relevant experience in a large research library; excellent oral and written communications skills; knowledge of publishing, book trade, higher education, and budget management; knowledge of issues and trends in bibliographic control, collection assessment, and collection management; experience in management of approval plans; demonstrated skill in planning, organizing, and coordinating work of others; ability to work effectively and productively with faculty, students, and with library personnel at all levels; skill in developing, analyzing, and interpreting relevant statistical data; ability to function effectively in a changing environment; and evidence of professional and/or scholarly activity. *Preferred:* Working knowledge of one or more foreign languages; experience with automated system, particularly in acquisitions; familiarity with RLG Conspectus. 12-mo., tenure-earning position. Salary and rank depend on qualifications: Assistant or Associate Professor rank, $27,000 minimum salary, which includes an administrative stipend. **Send cover letter, resume, and names and addresses of 3 references by Dec. 20** to: Sondra Tucker, Libraries Personnel Officer, **University of Alabama, Collection Development Search, POB 870266, Tuscaloosa, AL 35487-9784.** The University of Alabama is an equal-opportunity, affirmative-action employer.

Corporate information librarian, Librarian I or II. At the Harvard Business School, will be in charge of Baker Library's 2 outstanding collections of corporate information: the Career Resources Center (CRC) and the Corporate Reports Department. CRC acts as a clearinghouse, providing MBA students and HBS alumni with information about companies, industries, career planning, and specific job opportunities. The Corporate Reports Department maintains an extensive and heavily used collection of domestic and foreign annual reports and SEC filings. In addition, this department is responsible for the library's microform collection. Supervises a staff of 3 plus many student assistants. *QUALIFICATIONS:* ALA-accredited MLS degree or equivalent; 3–5 yrs.' professional experience. Ability to work effectively with people both individually and in groups; ability to handle a diversified range of tasks and perform well under pressure. Strong supervisory experience needed. Familiarity with corporate information sources. *RANK:* Librarian I or II. Salary: $20,600 (minimum) Librarian I; $24,560 (minimum) Librarian II—negotiable based on qualifications and experience. Available Jan. 1, 1989. Applications to: Emma B. Perry, Associate Librarian for Administration, **Baker Library, Soldiers Field Rd., Boston, MA 02163.** An equal-opportunity, affirmative-action employer.

Ball State University

Assistant Dean for Library Public Services

Ball State University

Muncie, Ind.

As a member of senior library management working directly with the dean of University Libraries, the assistant dean for library public services provides ongoing leadership for a strong program of public services. The University Libraries consist of a main collection and 2 branch libraries. Collections total 1.4 million volumes and a large, active media collection. The University Libraries are in the process of implementing an automated system.

The incumbent is responsible for: administering the daily operations of library public services with a staff of 23 librarians and 39 staff members; allocating budgetary and personnel resources in public service areas; planning, implementing, and evaluating public services and general library policies and programs; coordinating public service activities with other library services; ensuring appropriate communications within public service units and with extramural agencies; serving as principal public relations officer.

MINIMUM QUALIFICATIONS: MLS from ALA-accredited program or equivalent; at least 5 yrs.' increasingly responsible professional library experience in an academic library (including significant experience at administrative levels); demonstrated skills in planning, leadership, communication, and interpersonal skills. *Preferred qualifications:* Additional earned degree(s), experience implementing library automated systems, evidence of strong commitment to library services through a personal record of educational, scholarly, and professional achievement which merits appointment at Senior Faculty rank. 12-mo. appointment with excellent fringe benefits. Salary negotiable; $42,000 minimum. Possible tenure-track appointment with faculty rank and status at Senior rank, depending on credentials.

Review of applications will begin immediately and will continue until the position is filled. Send letter of application, resume, transcripts of graduate degree(s) (unofficial copies acceptable), and list of 4 references including addresses and telephone numbers to: **C. William Barnett, Business Manager, University Libraries, Bracken Library Rm. 101, Ball State University, Muncie, IN 47306.**

Ball State University practices equal opportunity in education and employment.

Director of libraries, Iowa Central Community College. Must have master's degree in library science and meet requirements for Dept. of Education certification. Salary: $26,957. **Application deadline is Dec. 2.** Send letter of application, resume, and transcript to: James F. McNeal, **Iowa Central Community College, 330 Avenue M, Fort Dodge, IA 50501.** AA, EOE.

Director of library. Winona State University invites applications for this position. The starting date is negotiable and the current salary range is $36,687–$58,297. *RESPONSIBILITIES:* The director is responsible for the overall management and development of library services, collections, budgets, and staff. *QUALIFICATIONS:* The director must be a strong leader with demonstrated administrative and managerial skills in an online environment, a strong service orientation, understanding of current trends in academic information management systems, and the ability to provide direction in the application of new technologies to library operations. ALA-accredited master's is required; a 2nd master's or PhD preferred. A minimum of 5 yrs.' experience in library administration. Preference will be given to candidates with demonstrated significant experience in budget management. **Open until filled; review will begin Nov. 15.** Applications will be accepted until the position is filled. *APPLICATION:* Send resume, transcripts, and 3 letters of reference to: Library Director Search, **Office of Human Resources, Winona State University, Winona, MN 55987.** AA, EOE. Women and minorities are encouraged to apply.

Director of the Stitt Library, Austin Presbyterian Theological Seminary. Austin Presbyterian Theological Seminary, a theological school of the Presbyterian Church (U.S.A.), seeks a chief librarian. The person appointed will have responsibility for management of all library operations, including supervision of library staff and planning for the future development of the library. The librarian is accountable to the academic dean and the president. He or she participates in faculty meetings and is invited to teach in his/her field of competence. *REQUIREMENTS:* Knowledge of and interest in implementing automated procedures; an MLS from an ALA-accredited school and a master's degree from a theological school accredited by the Association of Theological Schools. A PhD in a theological discipline is desirable, as is experience in an academic library. **Applications for the position will be accepted until Feb. 1, 1989.** Appointment is as of June 1, 1989. Salary range: $30,000–$40,000. Address all letters of inquiry, including resume and references, to: Jack L. Stotts, President, **Austin Presbyterian Theological Seminary, 100 E. 27th St., Austin, TX 78705.** Austin Presbyterian Theological Seminary is an affirmative-action, equal-employment-opportunity employer.

Fine arts librarian. Directs the activities of the Fine Arts Library, a branch library of over 40,000 volumes which supports the curricula in art, architecture, and music. *DUTIES INCLUDE* providing service in reference and bibliographic instruction, acting as liaison with library representatives and other faculty members from the subject areas served, meeting the needs of students and faculty in these areas, directing circulation activities and supervising 1.5 FTE support staff and approximately 15 student workers. Responsibilities also include collection development and maintenance, catalog maintenance, and security maintenance. MLS from an ALA-accredited institution required. 2 yrs.' previous experience as a fine arts librarian or in a position closely related to the fine arts field preferred. Substantial subject expertise in at least one of the 3 pertinent disciplines and experience in bibliographic instruction are highly desirable. Good communication skills are essential. Annual salary is $24,000 minimum; rank dependent on qualifications. 12-mo., tenure-track, TIAA/CREF, 22 days' annual leave, tuition and other benefits. The University of Arkansas/Fayetteville is a land-grant university and the major academic research institution in the state, offering a full range of undergraduate, graduate, and professional degrees. Situated in the Ozarks, Fayetteville (population 40,000) offers cultural and recreational opportunities associated with natural beauty and a university community. Applications accepted until the position is filled. Send letter of application, resume, and the names, addresses, and telephone numbers of 3 current references to: John A. Harrison, Director of Libraries, **University of Arkansas, Fayetteville, AR 72701.** The University of Arkansas is an equal-opportunity, affirmative-action employer.

Head of Lewis Towers Library, Loyola University of Chicago. New position. Manages daily operations including general reference services and circulation services in the university's Water Tower Campus library. Reference services include desk service, online public catalog support (NOTIS), database searching, library instruction, periodicals information, and end-user support. Supervises 4 librarians, 7.5 support staff, and students. Also serves as assistant head of public services. Reports to the assistant university librarian for public services. *QUALIFICATIONS INCLUDE:* ALA-accredited MLS degree; progressively responsible experience in public services in an academic library; supervisory experience; demonstrated leadership skills; excellent communication and interpersonal skills; knowledge of and interest in the creative use of technology in the delivery of reference services. Salary commensurate with qualifications and experience. Base salary $27,000. Librarians have limited faculty status, are eligible for librarian leaves after 3 years, earn 20 days' vacation, and have a standard package of fringe benefits including university contributions to TIAA/CREF. **Applications received by Dec. 15 will receive first consideration,** but applications will continue to be accepted until the position is filled. Qualified applicants should send letter of application, resume, and the names, addresses, and phone numbers of 3 references to: Ellen J. Waite, University Librarian, **Cudahy Library, Loyola University of Chicago, 6525 N. Sheridan Rd., Chicago, IL 60626.** Loyola University is an affirmative-action educator and employer.

Head of reference services with primary responsibility for directing operations of the reference section. Performs planning, directing, and coordination of the reference section, information desk, online search services, and selection of reference materials. Coordinates work of one full-time and 3 part-time reference librarians and 2 support staff. *REQUIRES* an MLS from an ALA-accredited school; at least 4 yrs.' reference experience and 2 yrs.' administrative experience in a library; demonstrated supervisory, management, planning, and interpersonal skills and experience; excellent written and oral communication skills; some evening and weekend work. *Preferred:* Graduate degree in subject area; business-area expertise. Minimum salary: $32,000, negotiable on terms of experience and qualifications. Application deadline: when filled. Position presently available. Apply to: Leslie Gower, Director, **Pan American University Library, 1201 W. University Dr., Edinburg, TX 78539.**

Head, reference department, University of Oklahoma. Library faculty vacancy. *DUTIES:* Under the general direction of the director of library public services, the head of reference is responsible for the management of the

main library reference department and for planning, developing, and evaluating programs and policies. The reference department, which includes government documents, consists of 7 librarians, 4 support staff, and student assistants. The reference librarians' responsibilities include general and subject-oriented reference, database searching, library instruction, and collection development. In providing reference service, the head of reference will work with other public services units including access services and branch libraries, and with technical services units including collection development and current periodicals. *QUALIFICATIONS required:* MLS from an ALA-accredited library school; 5 or more yrs.' experience in public services; substantial supervisory experience; ability to work effectively with faculty, students, and library staff; experience in database searching and/or library instruction; effective oral and written communication skills; evidence of research and publication. *Desirable:* Knowledge of collection development practices and procedures; 2nd master's degree. ***DEADLINE FOR APPLICATIONS:* Jan. 3, 1989.** Available: March 1, 1989. Salary: $32,000 minimum. *BENEFITS:* TIAA/CREF; State Retirement System; comprehensive medical protection; 21 days' vacation; university holidays; generous sick leave. *UNIVERSITY LIBRARIES:* A member of the Research Libraries Group and ARL, the University Libraries consists of a main library and 6 branches. The collection contains more than 2.1 million volumes, 16,000 periodical subscriptions, and 3 outstanding special collections in history of science, Western history, and business history. A major expansion of the main library was completed in May 1982, doubling the size of library facilities. The libraries possess an LS/2 automated circulation system and are heavily involved in other automation activities. *EMPLOYMENT:* Librarians have faculty status, privileges, responsibilities, rank of Assistant Professor or above, and are eligible for tenure. *APPLICATION:* Send letter of application, with resume and the names of 3 references including current supervisor, to: Donald C. Hudson, Manager, Administrative Services, **University Libraries, University of Oklahoma, Norman, OK 73019.** The University of Oklahoma is an equal-opportunity, affirmative-action employer.

Head, serials department, University of Oklahoma. Library faculty vacancy. *DUTIES:* Under the general direction of the director, library technical services, this position is responsible for the management of the serials department with approximately 16,000 serial subscriptions; includes supervision and coordination of serials cataloging, periodicals check-in, added volumes/added copies, serials acquisitions, binding, and the current periodicals/microforms area. Supervises one full-time serials cataloger, 8 classified staff, and student assistants; responsible for planning, review, and implementation of services, procedures, and programs for both the processing and public service areas; coordinates all personnel activities including interviewing, hiring, training, evaluating, and staff development; responsible for production of a computer-produced serials holdings list; provides reference service in the current periodicals/microforms area on a regular basis. *QUALIFICATIONS required:* MLS from ALA-accredited library school; 4 yrs.' technical services experience in a library with at least 2 yrs.' professional serials experience, including cataloging; 2 or more yrs.' supervisory responsibility; significant knowledge and experience with an automated system (RLIN, OCLC, or the equivalent), AACR2, LC classification and subject headings; knowledge of at least one European language. Evidence of research and publication. *Desirable:* Experience in an academic library; demonstrated leadership abilities and supervisory skills; public service experience; strong interpersonal and communication skills; reading knowledge of additional foreign languages; 2nd master's degree and/or additional postgraduate work. ***DEADLINE FOR APPLICATIONS: Jan. 3, 1989.*** Available: March 15, 1989. Salary: $28,000 minimum. *BENEFITS:* TIAA/CREF; State Retirement System; comprehensive medical protection; 21 days' vacation; university holidays; generous sick leave. *UNIVERSITY LIBRARIES:* A member of the Research Libraries Group and ARL, the University Libraries consist of a main library and 6 branches. The collections contain more than 2.1 million volumes, 16,000 periodical subscriptions, and 3 outstanding special collections in history of science, Western history, and business history. A major expansion of the main library was completed in May 1982, doubling the size of library facilities. The libraries possess an LS/2 automated circulation system and are heavily involved in other automation activities. *EMPLOYMENT:* Librarians have faculty status, privileges, responsibilities, rank of Assistant Professor or above, and are eligible for tenure. *APPLICATION:* Send letter of application, with resume and the names of 3 references including current supervisor, to: Donald C. Hudson, Manager, Administrative Services, **University Libraries, University of Oklahoma, Norman, OK 73019.** The University of Oklahoma is an equal-opportunity, affirmative-action employer.

Health sciences/science cataloger. Under the direction of the head of the original cataloging section, cataloging division, catalogs, classifies, and provides subject analysis for monographs in the health sciences and in selected areas of the biological sciences, physical sciences, and technology. Coordinates the cataloging of health sciences monographs and analytics and of science materials. Prepares the keyword index to environmental impact statements. *QUALIFICATIONS:* Graduate degree from a program accredited by the American Library Association required. A minimum of 2 yrs.' post-MLS original cataloging experience in the health sciences required. Original cataloging in other sciences highly preferred. Academic or research library experience preferred. Thorough knowledge of National Library of Medicine cataloging practices, classification, and Medical Subject Headings required; thorough knowledge of Library of Congress cataloging practices, classification, and subjects preferred. Academic degree or coursework in the sciences preferred. Strong oral and written skills and effective interpersonal skills required. Knowledge of at least one Western European language required; Scandinavian languages preferred. Experience with an automated cataloging system, preferably OCLC, required. Experience with a local online system desirable. Ability to function well in a changing environment, to work effectively with library staff, and to contribute to division planning required. *SALARY:* $23,000 minimum. 24 days' vacation, TIAA/CREF, premium fully paid for medical, dental, and life insurance plan. No state or local income tax. **Application deadline: 5 pm, Fri., Dec. 16.** Send letter of application, full resume, salary requirements, and the names, addresses, and telephone numbers of at least 3 references who are knowledgeable of your qualifications for this position to: Charles E. Chamberlin, Deputy Director of Libraries/Head, Personnel and Administrative Services, **University of Washington Libraries, FM-25, Seattle, WA 98195.** AA, EOE.

History and geography bibliographer. Search reopened. Selects material to support instruction and research in history and geography. Responsible for collection evaluation and acquisition fund management and specialized bibliographic instruction or other teaching. Cultivates strong working relations with other departmental selectors. *QUALIFICATIONS:* Advanced degree in history required; ALA-accredited MLS desired; PhD desired. Strong reading knowledge of at least 2 modern European languages; commitment to bibliographic instruction and/or research; selection responsibility for history materials in a research library preferred. Salary: $10,500–$14,500 (for .5 FTE) based on experience and qualifications. Applications will be accepted until position is filled. Send letter of application and resume, including names of 3 references, to: Debra Domanico, Personnel

Director of Libraries
University of Georgia

The University of Georgia is seeking a person with proven leadership ability for the position of director of libraries. The director is the chief executive officer for the Main Library, the Science Library, and several reading rooms and experiment station libraries. The combined holdings of these libraries and the separately administered Law Library total 2.7 million volumes and 3.8 million microforms. The director of this highly centralized system serves as an advocate of the libraries within the university, articulates and frames the future of the libraries, and participates in the national dialog on research library concerns. The director reports to the vice president for academic affairs, participates in the Deans' Council, and is a member of the University Council, the educational policymaking body for the university.

A land-grant university and the major institution in the state university system, the University of Georgia has an enrollment of 27,000 students in 13 schools and colleges. The libraries' budget for 1988–89 is approximately $10 million, and the staff of 252 includes 70 librarians. The libraries' integrated automation system supports acquisitions, circulation, and an online catalog. The University of Georgia is a member of the Association of Research Libraries, the Center for Research Libraries, and SOLINET.

QUALIFICATIONS: A master's degree in library science from an ALA-accredited school; extensive and progressively more responsible experience in the management of a large academic or research library; a strong commitment to the research, instruction, and service missions of a university; excellence in leadership; effective communication and interpersonal skills; and an extensive knowledge of current issues, information technologies, and automated library systems.

SALARY: Commensurate with experience, $80,000 minimum.

Application deadline is Jan. 2, 1989. Preference is to fill the position no later than Sept. 1, 1989.

Send nomination or letter of application, curriculum vitae, and names and addresses of 4 references to:

Director of Libraries Search Committee
110 Old College
University of Georgia
Athens, GA 30602

The University of Georgia is an equal-opportunity, affirmative-action institution.

Assistant Chief

The Stanford University Libraries seek an Assistant Chief, **Access Services Department** responsible for planning, management and supervision of Department's Loan and Privileges Divisions, coordination of Department computer services and public information program and administration of use of study spaces within the Cecil H. Green Library. Assists Chief in administrative duties and will be in charge of Department in Chief's absence.

Qualifications: MLS or equivalent. Effective communication, human relations and organizational skills. Public service experience in a research library. Supervisory experience required; management of a large unit preferred. Experience with library automation applications required and with automated circulation systems preferred. Background in systems analysis, public relations or editing desirable. Associate Librarian ($29,700-41,400) or Librarian ($33,900-50,000), rank dependent on qualifications. Send letter of application, resume and names and addresses of 3 professional references by **December 9, 1988** to **Irene Yeh, Assistant Library Personnel Officer, Stanford, CA 94305-6004.** Cite #331-ALM, on all correspondence. EEO/AAE.

Stanford University

Head
Science and Engineering Library
Position #116-A • Position Extended

The University of Southern California is seeking a librarian as head of Science and Engineering Library. Reports to AUL for public services. Manages Science and Engineering Library. Overall managerial responsibilities for Hancock Library of Biology and Oceanography. Science and Engineering Library houses primary collection of science, engineering, and neural informational behavioral sciences materials. Responsible for 5 librarians, 9 staff, and student assistants. Supervises collection development, reference, circulation, bibliographic instruction, and database searching. Maintains close liaison with faculty departments. Participates in university library committees and task forces. ALA-accredited MLS; 2nd master's in life sciences, engineering, or biomedical disciplines; undergrad. degree in one science. Minimum 5 yrs.' professional library experience, 2 yrs.' public services, preferably in academic scientific/medical library. Knowledge of bibliographic control and information sources in science or medicine.

Rank and salary negotiable, depending on experience. Minimum: Librarian II $30,495; Librarian III $36,166.

Apply before Dec. 31. Open immediately; will remain open until filled. Submit letter of application, resume, and names and addresses of 3 references to: **Carolyn J. Henderson, Associate University Librarian for Administrative Services, Doheny Memorial Library, University of Southern California, Los Angeles, CA 90089-0182.** Please refer to Position #116-A/AL on all correspondence.

AA, EOE

Manager, **Northwestern University Library, Evanston, IL 60208.** EEO, AA.

Humanities/social sciences librarian. Provides general as well as in-depth humanities or social sciences reference service, including online literature searching; selects library materials in designated subject areas, teaches library usage, and serves as liaison with one or more academic departments. *QUALIFICATIONS:* MLS from an ALA-accredited library school; degree in social sciences or humanities preferred; reading knowledge of at least one foreign language desirable; knowledge of online searching, preferably BRS or Dialog; experience in reference or collection development in an academic library desirable. Minimum salary $19,728. **Applications accepted until Nov. 30,** or until position is filled. Send letter of application, resume, and 3 letters of reference to: **Personnel Office, Box 1184, Washington University, One Brookings Dr., St. Louis, MO 63130.** Employment eligibility verification required upon hire. Washington University is an equal-opportunity, affirmative-action employer.

Learning resource center coordinator. The Scott Memorial Library of Thomas Jefferson University has a full-time position available for a learning resource center (LRC) coordinator. The individual will be responsible for managing the LRC which houses the library's microcomputer and audiovisual collection; and for providing access, training, and consultation. The LRC coordinator will have specific responsibility for building and maintaining the collection, public access, and supervision of 2 FTE. Position requires a master's degree in library science, education, or media specialty. Minimum of 3 yrs.' library or media center experience. Thomas Jefferson University is comprised of a College of Medicine, College of Graduate Studies, College of Allied Health Sciences and Hospital. The Scott Memorial Library is staffed by 15 professionals and 28 technicians, and has an annual budget of approximately $2 million. Salary is $26,336–$36,870. All applications and inquiries should be directed to: Edward W. Tawyea, University Librarian, **Thomas Jefferson University, Scott Memorial Library, 1020 Walnut St., Philadelphia, PA 19107.** Equal-opportunity employer.

Librarian for special programs. This is an administrative staff position reporting to the university librarian. The individual in this position exercises broad administrative responsibility in a number of diverse areas. These are: working with proposers of new programs and courses to identify library resource needs; support for off-campus locations including programs offered through the Asheville Graduate Center; support for noncredit summer programs; liaison with community colleges, high schools, and the North Carolina Center for the Advancement of Teaching; preparing, coordinating, and editing library publications; planning and implementing a staff development program. The person in this position will also work at the reference desk a few hours a week and serve as a subject bibliographer. *REQUIRED:* Master's degree in library science from an ALA-accredited library school and at least 6 yrs.' professional experience in a library. Candidate must demonstrate an understanding of the instructional and research needs of students and faculty, give evidence of well-developed planning and organizational skills, and possess good oral and written communication skills and an ability to work effectively with library staff and the university community. *PREFERRED:* Evidence of successful library program or project design and implementation. Experience with staff development. Experience with automated systems. Position is 12-mo., tenure-track, choice of TIAA/CREF or State Retirement System. Salary: $29,000–$34,824 depending upon experience. Hunter Library has an operating budget of $1.9 million and a staff of 40, including 13 professional librarians. It serves a student body of approximately 6,000 enrolled in programs through the master's level. Some of these programs are offered in Asheville with support provided in cooperation with the library at the University of North Carolina at Asheville. Western Carolina University, with 2 other state universities, has formed the Western North Carolina Library Network, which shares an LS/2000 online catalog/circulation system. The university is located between the Great Smoky Mountains and the Blue Ridge Mountains, 55 miles west of Asheville, N.C. **Preference will be given applications received by Dec. 15.** Send letter of application, resume, transcripts, and names and telephone numbers of 3 references to: William J. Kirwan, Chair, Search Committee, **Hunter Library, Western Carolina University, Cullowhee, NC 28723.** Western Carolina University is one of the 16 senior institutions of the University of North Carolina and an affirmative-action, equal-opportunity employer.

Librarian II, 2 positions. *QUALIFICATIONS FOR BOTH POSITIONS:* ALA-accredited MLS. Salary: $19,000+. 1) **Catalog librarian.** Performs copy and original cataloging on OCLC in all bibliographic formats (primarily monographs and serials); assigns LCSH and classification numbers (Dewey and LC) as needed. Performs catalog maintenance and attends committee meetings for universitywide online public access catalog. Coordinates with head of cataloging to devise cataloging procedures and solve complex bibliographic problems. 2) **Reference librarian.** Shares duties at main reference desk; performs literature searches using Dialog and CAS Online; participates in active library instruction program. Strong public service orientation essential; familiarity with online literature search techniques and other library automation applications required. Experience and/or degree in science or engineering desirable. **Closing date: Nov. 25.** Send resume and names of 3 references to: Search Committee, **Curtis Laws Wilson Library, University of Missouri/Rolla, Rolla, MO 65401.** AA, EEO.

Monographs librarian, Sam Houston State University Library. Reporting to the head of technical services, the appointee will be responsible for cataloging of all library monographic materials; establishing policies and procedures for the creation and management of the library's bibliographic and machine-readable files. *REQUIRED:* ALA-accredited MLS; minimum 3 yrs.' experience in a cataloging unit in an academic library; knowledge of OCLC, LCSH, AACR2, and MARC tagging and formats; experience with an online integrated system desirable; good

interpersonal and communications skills. 9-mo., tenure-track position with 2nd master's required for tenure. Salary $19,000 minimum depending upon qualifications and experience. **Send letter of application, resume, and the names, addresses, and telephone numbers of 3 references by Nov. 30** to: David Kim, Head, Technical Services, and Assistant Director, **Newton Gresham Library, Sam Houston State University, Huntsville, TX 77341.** SHSU is an affirmative-action, equal-employment-opportunity employer.

Physical sciences reference librarian/bibliographer. Responsible for the library's collection development in assigned physical science disciplines. Provides service at information desk, including some weekend and evening hours. Participates in an active program of library instruction and computerized database searching in the disciplines of selection responsibility. Requires an ALA-accredited master's degree and significant coursework in physical sciences or significant science reference experience. Excellent communication skills and strong service orientation essential. $18,000 minimum salary depending on qualifications. Excellent benefits package including choice of retirement programs. The University of Houston Libraries' holdings exceed 1.6 million volumes, with a materials budget of $2.2 million and a total staff of 200. The library is a member of ARL. **To ensure consideration, applications must be received by Jan. 16, 1989.** Send letter of application, names of 3 references, and resume to: Dana Rooks, Assistant Director for Administration, **University of Houston Libraries, Houston, TX 77204-2091.** Preliminary interviews at ALA Midwinter may be arranged. Equal-opportunity employer.

Principal cataloger with faculty rank and tenure-track. Serve as cataloging and classification resource person. Train professional catalogers; revise original cataloging. Perform original cataloging of monographs and serials requiring extensive knowledge of AACR2, DDC, LCSH, and MARC. Assist users at catalog consultant desk; participate in departmental planning and organization. MLS from ALA-accredited library school; minimum 4 yrs.' professional cataloging experience; demonstrated good communication and analytical skills. Good fringe benefits. Salary: $25,020 minimum for 12 mos. Salary and rank dependent upon qualifications and experience. **For full consideration, applications should be received by Nov. 28;** applications will continue to be considered until position is filled. Send letter, resume, and names of 3 references to: Edward R. Johnson, University Librarian, **Oklahoma State University, Stillwater, OK 74078-0375.** AA, EO employer. Successful applicant must comply with IRCA.

Public services librarian. Texas A&M University at Galveston, the Marine and Maritime Campus of the Texas A&M University System, is seeking a public services librarian. One of 3 professionals, this position is responsible for reference, bibliographic instruction, collection development, the learning resource center (microcomputers and audiovisuals), and supervision of circulation and interlibrary loan. Reports to library director. MLS from ALA-accredited school required. Starting annual salary: $19,000. **Deadline for applications is Nov. 30.** Please send resume and letter of application to: **Texas A&M University at Galveston, Personnel Department, POB 1675, Galveston, TX 77553-1675.** Texas A&M University at Galveston is an equal-opportunity, affirmative-action employer.

Reference/circulation librarian, University of Dubuque. Supervises circulation activities, provides reference assistance (including one evening) with primary responsibility for the Theology Library, performs online searching. Assists in active bibliographic instruction program. Participates in collection development and library planning and automation. Supervises one full-time paraprofessional and 16 students. Responsible to the library director. The library serves the liberal arts college of approximately 1,200 students, which includes an MBA and an MSN program and approximately 200 students of the Theological Seminary. The university is affiliated with the Presbyterian Church (U.S.A.). *QUALIFICATIONS required:* ALA-accredited MLS. *Desired:* Theology or religion degree or experience in a theological library. Salary: $18,000 minimum. Availability: Jan. 3, 1989. Please submit a letter of application and resume to: Mary Anne Knefel, Interim Director, **University of Dubuque Library, Dubuque, IA 52001.** The University of Dubuque is an equal-opportunity, affirmative-action employer.

Bibliographer for Foreign and International Law

Harvard Law School

DUTIES: Selects materials for, and oversees the development of, the foreign and international law collections of the Harvard Law School Library, with emphasis upon the jurisdictions of Western Europe and Latin America. Provides reference assistance to the users of the foreign and international collections. Chairs the Foreign and International Selection Committee, which selects serials and other expensive items in foreign and international law. Analyzes collection strengths and makes recommendations for programmatic change. Works with the acquisitions and serials librarians on problems relating to the ordering and receipt of materials; monitors endowment and general-income book funds. Reports to the assistant librarian for collection development.

The Harvard Law School Library serves an international research community as well as the faculty and students of the school. Its collections of 1.5 million volumes from most of the world's legal jurisdictions include more than 12,000 active serial titles. The current book budget is $1.2 million. The Harvard Law Library is a member of the Research Libraries Group and the New England Law Library Consortium. The Harvard Online Library Information System (HOLLIS) is used for integrated technical processing and for the public catalog.

REQUIREMENTS: Knowledge of foreign and international legal materials; strong bibliographical skills; reading knowledge of German and either French or Spanish and the ability to work with a wide range of languages; excellent English-language written and oral communication skills. Preferential consideration will be given to candidates with an ALA-approved degree in library science, or a degree from an institution certified to provide instruction in the civil law or comparative legal studies. Relevant experience in a research library is also preferred. Appointment at Librarian II rank. Salary negotiable depending upon experience; minimum salary: $30,000; generous benefits, including professional development support. Position available July 1, 1989. **For full consideration, send letter, resume, and names of 3 references by Dec. 31** to: **Harry S. Martin III, Librarian, Harvard Law School, Langdell Hall, Cambridge, MA 02138.**

Harvard University is an equal-opportunity, affirmative-action employer.
Women and minorities are encouraged to apply.

Reference/computer systems librarian for academic law library. This is a new, **entry-level** position, responsible for developing and supervising the instructional program in microcomputer operations and research techniques for an academic law library. This librarian will oversee the operation of a small microcomputer lab and provide reference services in microcomputer operation to faculty members and students. This librarian will assist with basic legal reference services, including the use of traditional printed sources, and will assist in the planning and integration of the INNOVACQ/INNOPAC automated library system. *REQUIRED:* ALA-accredited degree, knowledge of OCLC operation, familiarity with microcomputer operations. Demonstrated teaching experience and detailed knowledge of legal bibliography desirable. Experience with automated library systems helpful. Salary: $18,000 minimum. **Deadline for applications is Dec. 2.** Send letter of application and resume, including salary history and names of 3 references to: J. Wesley Cochran, Professor and Law Librarian, **University of Mississippi, University, MS 38677.** The University of Mississippi is an equal-opportunity employer.

Reference librarian, science and technology (entry-level, search extended). Provides comprehensive reference assistance with emphasis on the sciences from a centralized reference collection. Prepares bibliographies and guides to the literature for use in staff training and classroom instruction. Assists with bibliographic instruction, computerized reference services, and CD-ROM search services. Serves as one of 7 reference division resource librarians in the sciences. Responsible for reference collection development in assigned areas. *QUALIFICATIONS:* ALA-MLS. Academic background in the sciences required, preferably in physical or life sciences. 2nd master's degree in sciences required, preferably in physical or life sciences. 2nd master's degree in science-related field preferred. Preprofessional library experience and experience with online systems of bibliographic data retrieval desirable. Salary: $20,000 for 10.5 mos.; $21,000 with additional master's. *BENEFITS:* Competitive benefits package. No state or local income tax. Faculty rank. ***CLOSING DATE:*** **Applications received by Dec. 12 will receive first consideration.** Write or call for complete description of duties, qualifications, and benefits. To apply, send letter of application, resume, and names and telephone numbers of 3 professional references to: Roberta Pitts, Head, Personnel Operations, **Evans Library, Texas A&M University, College Station, TX 77843-5000; 409-845-8111.** AA, EEO employer.

Reference librarian (2 positions), Georgia State University. The Pullen Library seeks versatile generalists for faculty-rank, tenure-track positions with responsibility for reference desk service, bibliographic instruction, and online searching. Reference librarians work with an online catalog, CD-ROM products, and remote online databases; a telefacsimile pilot project is underway. *RESPONSIBILITIES:* Provide reference service to a diverse population of library users, involving some night and weekend work; teach in an active program of bibliographic instruction for undergraduate and graduate students; participate in ready-reference and fee-based online searching in a wide range of databases; prepare bibliographies; and participate in university and professional activities, including research and publication. *QUALIFICATIONS:* ALA-accredited master's degree, a strong academic background, and thorough knowledge of reference service and sources; familiarity with bibliographic instruction, database searching, and government documents helpful; some library or related work experience preferred; good communication and interpersonal skills essential. *DESIRABLE QUALIFICATIONS INCLUDE* experience with microcomputers, interest in research, and evidence of reliability, stamina, creativity, and initiative. For one position, an academic background in the humanities is preferred. Salary: $19,500–$22,500 for 12 mos., dependent upon qualifications. Send letter of interest, resume, and names, addresses, and phone numbers of 3

Social Sciences Librarian

Trinity University

San Antonio, Tex.

Trinity University, San Antonio, Tex., invites applications for the position of social sciences librarian, a faculty appointment. San Antonio, site of the ALA 1988 Midwinter meeting, is the nation's 9th-largest city. Trinity, with 2,300 undergraduates and 200 graduate students, is strongly committed to excellence in the liberal arts and sciences tradition. Scholarly achievement is recognized through Phi Beta Kappa, other national honor societies, and increased emphasis on undergraduate research. Selective admissions, highly qualified faculty, and outstanding teaching programs place Trinity among the excellent liberal arts and sciences universities in the nation. The library has undertaken an accelerated program of collection development; presently the collection has more than 600,000 volumes of books and bound periodicals (compared with 300,000 in 1980), plus sizable holdings of government documents, microforms, and nonprint items.

Primary responsibilities of the position involve frequent liaison work between the social science departments and the library including user education, collection development, and online computer searching, as well as general reference work.

QUALIFICATIONS INCLUDE an appreciation for and commitment to undergraduate liberal arts and sciences education; initiative, energy, and creativity; good interpersonal skills; the ability to function effectively in a complex organization; strong professional commitment; interest in research and publishing; and an ALA-accredited MLS. In addition, preference will be given to candidates with an academic background including a graduate degree in an applicable subject area or with relevant library experience, preferably in strong liberal arts and sciences institutions, and to those with considerable interest in and enthusiasm for user education and faculty liaison programs. In short, we seek an academic librarian who wishes to function in a campus community as an academic and as a librarian.

Instructor or Assistant Professor rank with faculty status, including tenure track. Salary minimum $22,000, higher depending on experience or other qualifications; 12-mo. appointment; TIAA/CREF and other fringe benefits. **Deadline for applications is Jan. 20, 1989; however, receipt of applications by Dec. 16 will facilitate interviewing at the ALA Midwinter Meeting in Washington, D.C.** Send letter of application, detailed resume, placement file if available, and names, addresses, and phone numbers of 3 references to: **Barbara J. Ford, Associate Director, Maddux Library, Trinity University, 715 Stadium Dr., San Antonio, TX 78284.**

Trinity University is an equal-opportunity, affirmative-action employer; we especially encourage applications from minorities.

references including immediate supervisors. **Materials received by Dec. 16 will receive priority consideration.** Send materials to: Dianne M. Smith, Library Personnel Officer, **William Russell Pullen Library, Georgia State University, 100 Decatur St. S.E., Atlanta, GA 30303-3081; 404-651-2172.** An affirmative-action, equal-opportunity employer.

Science and engineering library head. The University of Alabama Libraries, Tuscaloosa, invite applications for the position of head of the Science and Engineering Library (SEL), a new 80,000-sq.-ft. branch library to be completed in 2 phases, the first scheduled for completion in December 1989. The library, equipped with current information-handling technologies, will feature an electronic classroom to be used as a research center for the development of information delivery services by researchers in the sciences, engineering, computer science, the Graduate School of Library Science, and SEL staff. The head of SEL will administer the new branch library, including planning for and implementing merger of the current Science Library and the current Engineering Library. The merged library will result in an SEL staff of 3 librarians, 4 classified staff, and 9,000 hours of student assistance. The head of SEL will be responsible for: collection development; reference services; circulation; reserve; binding; automated search services; library instruction including an increasing emphasis on end-user search instruction; coordination with main library technical services departments; planning, maintenance, analysis, and evaluation of services; the implementation of new modes of services for evaluation purposes; and staff development and evaluation. This position will report to the associate dean of libraries for collections and information services. *QUALIFICATIONS required:* MLS from a program accredited by ALA, advanced relevant subject degree or equivalent combination of experience and education in the sciences and/or in engineering; at least 3 yrs.' experience in public services in science or engineering unit of research library; demonstrated supervisory experience, online database search experience; a record of professional and/or scholarly activity; excellent oral and written communications skills; demonstrated ability to work productively with researchers, faculty, students, and library personnel at all levels; and a commitment to client-centered services. *PREFERRED:* Demonstrated knowledge of academic processes, experience in staff development and in collection development. 12-mo., faculty-rank, tenure-earning, excellent benefits package. Salary and rank depend on qualifications. Minimum salary: $28,000. **Send cover letter, resume, and names and addresses of 3 references by Nov. 21** to: Sondra Tucker, Personnel Officer, SEL Search Committee, **University of Alabama Libraries, POB 870266, Tuscaloosa, AL 35487-0266.** The University of Alabama is an equal-opportunity, affirmative-action employer.

Science/engineering librarian. One of a team of librarians serving the reference, computer searching, bibliographic instruction, and collection development needs of the users of the Centennial Science and Engineering Library. Serves as library liaison to assigned science/engineering department(s). *REQUIRED:* Master's degree from ALA-accredited program, strong commitment to and ability for public services. *Preferred:* An undergraduate major or graduate degree in science or engineering, or work experience in a science or engineering library. Mathematics or engineering sciences background is desirable. Must comply with policies of *Faculty Handbook* including research, publication, and service to the profession and community. Minimum salary $20,000. **Submit resume including the names and addresses of 3 references by Nov. 18** to: Rita Critchfield, **General Library, Personnel Office, University of New Mexico, Albuquerque, NM 87131.** Recruitment will continue until the position is filled. AA, EOE.

Science reference/collection development librarian. Provides reference services, instructs library users individually and in groups, prepares bibliographies, and performs database searches. Responsible for collection development in subject areas within sciences and engineering. Librarians hold faculty status and are expected to meet stated performance requirements for scholarship and service. *REQUIRED:* MLS degree from an ALA-accredited program or an equivalent combination of relevant education and experience; excellent oral and written communications skills. *Preferred:* At least one yr.'s reference and collection development experience, preferably in an academic research library in a science/technology department; degree in the sciences, especially physical sciences or engineering; one yr.'s database searching experience; formal training in Dialog or BRS. Salary: Salary commensurate with qualifications and experience; negotiable from $20,000; 12-mo. appointment. ***DEADLINE:* Preference will be given to applications received by Nov. 18.** To apply: Send resume and the names of 3 professional references to: Janet Hazelton, Assistant Director for Administrative Services, **University of Wyoming Libraries, Box 3334, University Station, Laramie, WY 82071.** EEO, AA.

Science/serials librarian. Le Moyne College seeks a librarian to share, with 4 other professionals, the operations of public and technical services. *RESPONSIBILITIES:* Provide general reference service and bibliographic instruction, provide specialized reference services for faculty and students in assigned departments, oversee development of collections and provide bibliographic instruction in assigned subject areas, oversee the operations of serials and interlibrary loan department. *REQUIREMENTS:* ALA-MLS, an undergraduate degree in a natural science (biology, chemistry, or physics) or comparable experience as a science librarian, knowledge of online searching. *Preferred:* Knowledge of OCLC. Le Moyne College, with an enrollment of 2,000 students, is a liberal arts college in the Jesuit tradition, committed to academic excellence. 12-mo. appointment as Librarian I, salary scale: $18,250–$27,010. Appointment at highest rank possible. **Review of applications to begin Nov. 28,** and to continue until position is filled. Starting date is Jan. 16, 1989. Submit letter of application, resume, and names, addresses, and phone numbers of 3 references to: James J. Simonis, Chair, Library Recruitment Committee, **Le Moyne College Library, Syracuse, NY 13214.** An AA, EOE employer.

Senior Assistant/Associate Librarian. Librarian needed to perform a variety of professional assignments in the reference department. Emphasis will be on patron contact, database searching, preparation of library instruction aids, and bibliographic instruction. This position will have a pivotal leadership role in the planning and implementation of online, end-user database utilities, particularly in the area of CD-ROM technology. ALA-accredited degree and minimum of 3 yrs.' experience in library automation and database searching required. Level of appointment dependent upon qualifications and experience. Personal interview required. Finalists will be invited to campus. Position open April 1989. Current salary ranges are: Senior Assistant Librarian, $32,680–$43,896; Associate Librarian, $39,960–$55,548. Current salary ranges may be increased in collective bargaining negotiations. Moving expenses may be provided dependent on need. **Submit a letter of application and resume postmarked no later than Dec. 22** to: Coordinator, Library Recruiting Committee, **Pfau Library, California State University/San Bernardino, 5500 University Parkway, San Bernardino, CA 92407-2397.** California State University/San Bernardino is an equal-opportunity, affirmative-action, Section 504, Title IX employer.

Serials librarian. *RESPONSIBILITIES:* Assists the head, serials department, in all aspects of coordinating and integrating the work of the serials department. Supervises one full-time technical assistant and 1–2 part-

time students. Does original and copy cataloging of serial titles using OCLC. Coordinates the acquisition, receipt, and exchange of gifts and duplicates using INNOVACQ and dBASE3+. Maintains integrity and consistency among the library's manual and automated files. Collection development is conducted in assigned subject area. *REQUIREMENTS:* ALA-accredited MLS. Demonstrated ability to handle the high level of complexity involved in managing serials. Demonstrated knowledge of current theory and practice of bibliographic control; skill in analyzing problems and identifying solutions; effective listening, oral, and written communications skills; and an ability to be productive when working independently and when working cooperatively with colleagues. Hands-on experience with online systems highly desirable. Technical services experience is desirable but recent graduates are encouraged to apply. IIT is a private university with 3,100 undergraduate and 3,200 graduate students and 500 faculty. IIT offers 36 undergraduate, 28 master's, and 15 PhD programs in engineering, sciences and letters, architecture, business, and law. The Galvin Library holds 400,000 volumes and receives more than 3,500 current subscriptions. Salary: $20,665+, depending on qualifications. **Applications will be accepted until position is filled, but those received before Dec. 1 will be processed first.** Send letter of application; resume; and the names, addresses, and phone numbers of 3 references to: Jerome A. Lom, Assistant Director, **Paul V. Galvin Library, Illinois Institute of Technology, 35 W. 33rd St., Chicago, IL 60616.** Preliminary interviews will be available at ALA Midwinter. IIT is an equal-opportunity, affirmative-action employer.

Social sciences/reference librarian, Mississippi State University Libraries. *QUALIFICATIONS:* BA or BS degree required, with emphasis on the social sciences preferred; MLS degree from ALA-accredited library school required; one or more yrs.' reference work experience in an academic library preferred. A broad understanding of the social sciences is required. Supervisory and organizational capabilities necessary. Applicant must be interested in and have the ability to communicate effectively with the faculty, staff, and students. *DUTIES:* Responsibilities include general reference functions, collection development activities, working with periodicals and serials, supervision of student assistants, subject-area database searching, participation in bibliographic instruction/tours, committee activities, and other duties as assigned. *BENEFITS INCLUDE* faculty rank, status, privileges, and responsibilities; enrollment in the State Retirement System; comprehensive medical coverage; university holidays and annual and health care leave. *SALARY:* Approximately $20,000, depending upon qualifications and experience. This position will be filled only if a suitable applicant is found. The Search and Screening Committee will begin to consider nominations and applications immediately and will continue to do so until the position is filled. ***APPLICATION PROCEDURE:*** **Send letter of application and resume, including names and addresses of at least 3 references (preferably work) by Dec. 15** to: Bette Rice, Chair, Search Committee, **Mississippi State University Libraries, POB 5408, Mississippi State, MS 39762.** Mississippi State University is an equal-opportunity, affirmative-action institution.

Special collections librarian. The University of Arizona Library is seeking a special collections librarian to provide reference assistance and to aid in the selection, acquisition, and processing of books, photographs, and ephemera. The special collections librarian reports to the head special collections librarian and is one of 3 professionals and 2.8 support staff in the department. *REQUIREMENTS INCLUDE* a master's degree in library science from an ALA-accredited school; excellent oral and written communication skills; ability to work effectively with a wide variety of people; demonstrated initiative. Experience in an academic/research library and a background in cataloging and/or Southwestern studies are preferred. Minimum salary: $20,000; higher salary is negotiable depending upon qualifications and experience. Librarians at the University of Arizona have academic professional status, are eligible for continuing status, are voting members of the faculty, and may take up to 24 days' professional leave per year. They have 22 days' paid vacation, 12 days' sick leave, and 10 holidays. The position will be available March 6, 1989. **Send a letter of application, resume, and names of 3 references by Dec. 15** to: W. David Laird, University Librarian, **POB L, University of Arizona Library, Tucson, AZ 85721.** The University of Arizona is an equal-employment-opportunity employer with an affirmative-action plan. Women and minorities are urged to apply. In compliance with the Immigration Reform and Control Act of 1986, all persons hired after Nov. 6, 1986, will be required to show proof of their identity and right to work in the United States.

ASSOCIATION

Manager, technical services. The American Bankers Association has an immediate vacancy for manager of technical services in its outstanding, dynamic library and information services. Responsibilities of the position include oversight and training for all aspects of the cataloging function (OCLC/AACR2), management of the library's integrated automated system (BASIS/TechLib), budgeting and financial management, and supervision of acquisitions and serials. Qualified candidates should have thorough knowledge of the

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ALA

Program Officer
Public Library Association

The Public Library Association (PLA), a division of the American Library Association, is conducting a search for a program officer. In this highly visible position, the program officer will be responsible for developing, planning, and marketing PLA's publications program and subscription campaigns; will oversee awards and membership advertising and promotion; will be responsible for the development of grant proposals and provide membership with support and guidance regarding professional issues.

The ideal candidate should have demonstrated abilities in project planning, implementation, and management, along with flexibility, experience with creative problem solving, and ability to work effectively under the pressure of deadlines. An in-depth knowledge of public library issues and concerns is essential. Candidates should hold a minimum of a bachelor's degree, plus 3 yrs.' professional experience in a library environment related to publishing, public relations, or marketing functions. MLS preferred. Beginning salary range $24,283–$30,354.

Our generous benefit package includes 4 weeks' vacation, health and dental insurances, and the TIAA/CREF retirement plan with 100% Association matching and immediate vesting.

For consideration, send resume and complete salary history by Dec. 1 to:

Marla Powers Gibson
Director of Personnel
American Library Association
88-PLA/PO-1X
50 E. Huron St.
Chicago, IL 60611

EOE, AA
Minority, veteran, and disabled applicants invited.

Headquarters Librarian

The American Library Association is conducting a search for a headquarters librarian to coordinate and manage a variety of library and information services for members, staff, and the library/information profession. In this high-visibility position, the headquarters librarian will be responsible for long- and short-range collection development planning and annual budgetary preparation for unit activities; preparation of bibliographies, reference lists, conducting computerized literature searches; supervision of technical services and the coordination of interlibrary loan functions. Maintenance of official ALA archival files is another important function.

Candidates must hold an MLS from an ALA-accredited program and have a minimum of 3 yrs.' relevant experience in a supervisory capacity. Knowledge of online services, micro, and other computer technological applications in a library environment is essential. Familiarity with OCLC cataloging system is highly desirable.

We are offering a starting salary of $26,207–$32,757.

Our generous benefit plan includes a 4-week vacation, health and dental insurance, and the TIAA/CREF retirement program with immediate vesting and 100% Association matching.

For immediate consideration, submit a resume and complete salary history by Dec. 15 to:

Marla Powers Gibson
Director of Personnel
American Library Association
88-HQLib/EXOF-1X
50 E. Huron St.
Chicago, IL 60611

EOE, AA
Minority, veteran, and disabled applicants invited.

cataloging process using OCLC, working knowledge of library automated system (programming ability desirable), experience with technical services, and demonstrated managerial experience. MLS degree required. Needed are strong organizational, interpersonal, and communication skills. Salary: mid-$30s, negotiable. For consideration, please forward resume and salary history to: C. J. Culp, **American Bankers Association, 1120 Connecticut Ave. N.W., Washington, DC 20036.** EOE, AAE.

FOREIGN LIBRARY

University librarian. The University of Adelaide, South Australia, invites applications from both women and men for appointment as university librarian (Ref. #1842) in the Barr Smith Library. The university librarian will be responsible for the provision of an effective library and information service to the university community, for formulation and implementation of library policy in consultation with the University Library Committee, and for representing the university in cooperative library initiatives at the local, state, and national levels. The Barr Smith Library has a staff of 125, has more than 1.3 million volumes, operates on an annual budget in excess of $6 million, and serves some 9,000 students and 700 academic staff. *FOR FURTHER INFORMATION* about the Barr Smith Library, please call Jim Anderson at **08-228-5223.** *QUALIFICATIONS AND EXPERIENCE:* Applicants should possess a tertiary degree and recognized professional qualifications in librarianship, together with substantial experience at a senior level in a research or academic library. The successful applicant will be able to manage change and apply modern information technology in delivering library services, and will have contributed to professional librarianship. In addition, there will be evidence of good interpersonal skills and the capacity to provide strong intellectual leadership. *SALARY:* Salary will not be less than A$60,000 per annum. *INFORMATION* about terms and conditions of employment for all positions may be obtained from the senior assistant registrar (personnel). ***NO LATER THAN DEC. 16, APPLICATIONS, IN DUPLICATE,*** quoting ref. #1842 and giving full personal particulars (including whether candidates hold Australian permanent residency status), details of educational qualifications, current salary, and names and addresses of 3 referees, should reach the: Senior Assistant Registrar (Personnel), **Personnel Services Branch, The Registry, University of Adelaide, GPO Box 498, Adelaide, South Australia 5001.** The university reserves the right not to make an offer of employment and to make inquiries of any person regarding any applicant's suitability for employment. The University of Adelaide is an equal-opportunity employer.

LAW LIBRARY

International, foreign, and comparative law librarian. The international law librarian will direct the operations of the international law department; provide detailed and thorough reference service in foreign and international law to faculty, students, alumni, law firms, and other library users; lecture on international, foreign, and comparative law and U.N. materials to Columbia graduate students and other groups; manage the United Nations depository collection; participate in collection development for international, foreign, and comparative law collections; and participate in cooperative collection development projects of RLG law libraries. An accredited MLS and either 1) an ABA-accredited JD and extensive knowledge of the civil law system, or 2) a law degree from a recognized law school of a civil law country and extensive knowledge of the American legal system are required. Previous relevant work experience with international legal materials can be substituted for one of the required degrees. Additional requirements are: working knowledge of 2 or more foreign languages, one of which must be Western European (German preferred); knowledge of foreign and international legal bibliography; excellent written and verbal communications skills; and the ability to work effectively with the public. Previous administrative/supervisory experience is preferred. Salary commensurate with qualifications and experience (minimum $30,000). Excellent benefits, including tuition exemption for self and family and assistance with university housing. **Deadline for applications is Nov. 30.** Send resume, listing 3 references, to: Kathleen Wiltshire, Director of Personnel, **Box 35 Butler Library, Columbia University, 535 W. 114th St., New York, NY 10027.** An affirmative-action, equal-opportunity employer.

LIBRARY EDUCATION

Assistant or associate professor of education. Full-time, tenure-track, to begin August 1989. Salary range $28,884–$38,136. *DUTIES:* Coordinate library services credential program; teach courses in library education for school library candidates including: materials for children and adolescents, reference, selection, administration, computer and ETV technology, field work; maintain a program of research and community service. *MINIMUM QUALIFICATIONS:* Doctorate with successful experience in classroom teaching, school library media centers, and computer-related activities; evidence of research interest and activity. **Interviews to commence Dec. 1.** Position open until filled. Apply to: Richard Johnson, Chair, **Department of Instructional Systems Technology, California State University/Long Beach, 1250 Bellflower Blvd., Long Beach, CA 90840-9022; 213-985-7633.**

Chair, Department of Library and Information Studies. Appointment expected to be at rank of Professor with permanent tenure. Reports to dean, College of Arts and Sciences. *QUALIFICATIONS:* ALA-MLS, earned doctorate, preferably in library and/or information science; history of administrative experience in higher education; strong interest in and knowledge of technology and education in library and information science; record of scholarly research; ability in university teaching and professional service. Position available Aug. 21, 1989. Salary range $45,000–$55,000. MLS program prepares students for career in school, community-college, and public libraries. Department seeks ALA accreditation. **Screening of applications will begin in January 1989,** and will continue until the position is filled. Official transcripts are required prior to final consideration for this position. Send resume with 3 letters of reference to: Emily Boyce, Professor and Chair, **Department of Library and Information Studies, East Carolina University, Greenville, NC 27858-4353.** Proper documentation of employability and identity is required upon employment. East Carolina University is a constituent of the University of North Carolina. An equal-opportunity, affirmative-action employer. Women, blacks, and other minorities are encouraged to apply.

Library/information science. Full-time, tenure-earning faculty position in the Graduate School of Library Service, University of Alabama, beginning Aug. 16, 1989. Appointment at Assistant, Associate, or Professor depending upon experience and credentials. Responsible for teaching master's and doctoral information studies courses including one or more of the following: library automation, systems analysis, indexing/abstracting, and information theory. Successful candidate will be expected to conduct and publish research and serve on doctoral and other committees. Doctorate preferred. Minimum 9-mo. salary for Assistant Professor $27,000. Summer teaching available. Excellent benefits package amounts to approximately one-third of annual salary. **Committee will begin screening credentials Dec. 1,** and will continue to do so until position is filled. Send application letter and vita to: Marion Paris, Chair, Search Committee, **Graduate School of Library Service, Box 870252, University of Alabama, Tuscaloosa, AL 35487-0252; 205-348-1519.** EEO, AA. Women and minorities encouraged to apply.

Library/information science. The University of North Carolina at Chapel Hill announces **2 tenure-track positions** at Assistant or Associate Professor level in the School of Information and Library Science. The school seeks applications from scholars who will engage in

EBSCO Endowed Professorship
Graduate School of Library Service
The University of Alabama

The University of Alabama invites applications and nominations for the EBSCO Endowed Professorship in the Graduate School of Library Service. Given by Elton B. Stephens, founder and chair of EBSCO Subscription Service and subsidiaries, the newly created chair is supported by a $1 million endowment. The Graduate School of Library Service, with 13 full-time faculty, offers the MLS, the MFA in book arts, the EDS, and a PhD program which commenced the fall of this year. As part of the university multidisciplinary information technology activities and its partnership with JVC America Corporation, the Graduate School of Library Service has recently undertaken research and development in high-density information storage and retrieval. And, as the only American Library Association–accredited program in the state, GSLS maintains both strong ties and an ongoing commitment to all levels of library service in Alabama.

QUALIFICATIONS: The successful candidate will have achieved widely recognized stature based on scholarly and research contributions in the field of information science that are commensurate with distinguished professorship. The candidate will also exhibit the ability to work effectively within the academic environment and conceptualize and provide leadership in the development of an information studies curriculum. A record of success in securing external funding is highly desirable.

RESPONSIBILITIES: Provide leadership in the development of an information studies curriculum, engage in ongoing research, chair dissertation committees, secure external funding, and participate in the instructional and collegial activities of the school.

COMPENSATION: Interest earned by the $1 million endowment places the salary among the highest for faculty in ALA-accredited programs: a 9-mo. minimum of $65,000. In addition, a comprehensive benefits package amounts to approximately one-third of salary.

Reviewing of credentials will begin Dec. 1, and will continue until the position is filled.

Please send applications or nominations to: **Marion Paris, Chair, Search Committee for EBSCO Chair, Graduate School of Library Service, Box 870252, University of Alabama, Tuscaloosa, AL 35487-0252; 205-348-1519.**

EEO, AA. Women and minorities are encouraged to apply.

research, publish, and teach graduate courses in at least one of 3 areas: 1) organization and administration of health sciences information centers/organization and use of medical information; 2) information resources/user services/user behavior; or 3) technical aspects of the design and evaluation of information systems and the management of information resources. Faculty members advise master's and doctoral students and serve on school committees. *MINIMUM QUALIFICATIONS:* Earned doctorate by starting date, a research agenda, and evidence of teaching competence. Professional experience desirable but not required. Salary and rank negotiable. Minimum salary: Assistant Professor, $30,000; Associate Professor, $36,000. **Screening begins Dec. 1; preliminary interviews at the ALISE conference in Washington, D.C., January 1989. Applications accepted until Jan. 9, 1989.** Preferred starting date is Aug. 31, 1989. Send letter of application, resume, and names of 3 references to: William M. Shaw, Jr., Chair, Faculty Search Committee, **School of Information and Library Science, CB #3360, 100 Manning Hall, University of North Carolina, Chapel Hill, NC 27599-3360.** The University of North Carolina at Chapel Hill is an affirmative-action, equal-opportunity employer.

Library information studies. The University of Wisconsin/Madison invites applications for a tenure-track position at the Assistant Professor level to begin January or August 1989. The candidate appointed will teach, conduct research, and advise master's and PhD students with emphases in bibliographic organization and information agency management. *QUALIFICATIONS:* Doctorate or candidacy in library/information studies or cognate discipline. Salary dependent on qualifications (from a minimum of $26,000, 9 mos.). **Application deadline: Dec. 1.** For fuller description, contact: Jane Robbins, Director, **School of Library and Information Studies, University of Wisconsin/Madison, Helen C. White Hall, 600 N. Park St., Madison, WI 53706; 608-263-2908.** The University of Wisconsin/Madison is committed to equal-opportunity, affirmative-action employment practices. Women and minorities are encouraged to apply.

MEDICAL LIBRARY

Reference librarian. The Coy C. Carpenter Library of the Bowman Gray School of Medicine of Wake Forest University is seeking a full-time reference librarian trained in biomedical literature and online searching. *RESPONSIBILITIES INCLUDE:* Reference desk coverage, online searching, teaching various workshops, and committee participation. Hours are 9 am–6 pm, Mon.–Fri. (nonnegotiable). *QUALIFICATIONS:* 1) MLS from ALA-accredited library school; 2) minimum of 2 yrs.' professional health science library experience with online searching experience. Desirable: excellent interpersonal and communication skills, initiative, flexibility, and commitment. Salary commensurate with experience (up to $20,000). Applications began to be reviewed on Oct. 15; position will remain open until filled. Send resume and 3 letters of reference to: Michael Doss Sprinkle, Director, **Coy C. Carpenter Library, Bowman Gray School of Medicine, Wake Forest University, 300 S. Hawthorne Rd., Winston-Salem, NC 27103.** The Bowman Gray School of Medicine of Wake Forest University is an affirmative-action, equal-opportunity employer.

Technical services/special collections librarian. The Medical Library is seeking an ambitious and creative individual to provide limited original cataloging and supervise cataloging personnel. This person will also serve as a member of the reference and education division approximately 50% of the time. As the reference person in charge of special collections, this individual will plan and deliver educational programs relating to the use of library materials devoted to the history of medicine. Other reference functions will include staffing the reference desk and providing access to online databases. While joining 6 other librarians in an institution devoted to innovation in medical education, the successful applicant will help in the implementation of an integrated library system, plan and develop new user services and educational programs, and pursue a variety of professional development activities. Appointment will be on a continuing contract at the Assistant Professor level and requires a master's degree from an ALA-accredited program, good written and oral communication skills, a knowledge of AACR2, and experience with OCLC. Preferred qualifications include cataloging experience with the NLM classification and MeSH subject headings. Experience with acquisition procedures and online database searching using MEDLINE and related databases is also sought. Preparation in history and skill in foreign languages is a plus. Salary is $24,000 for a 12-mo. appointment. Springfield provides a highly livable environment. The School of Medicine has an excellent benefits package including exemption from FICA and generous help with moving expenses. **Applications received by Jan. 2, 1989, will receive first consideration.** The position will remain open until filled. Apply with resume and names and addresses of 3 references to: Robert Berk, Director, Medical Library, **School of Medicine, Southern Illinois University, POB 19231, Springfield, IL 62794-9231.** SIU-SOM is an EOE, AA employer. Individuals hired to alternate rank positions may subsequently be considered for transfer to a tenure-eligible faculty rank under appropriate circumstances, as set forth in School of Medicine guidelines.

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2 positions open. The Health Sciences Library of the Nassau County Medical Center, a 615-bed teaching hospital and clinical campus of SUNY/Stony Brook, is seeking candidates for 2 full-time positions. 1) **Director.** This individual is responsible for the operation of all functions of a modern information center, including computerization and the expansion of an AV program. Support staff of 5 includes one professional and one subprofessional. *QUALIFICATIONS:* MLS from an ALA-accredited school and 2 yrs.' experience in a health sciences or related library. Salary: $29,209–$39,293. 2) **Reference/ILL librarian.** This individual, working under the director of the library, is responsible for database searching in MEDLARS and related databases; for DOCLINE and for the introduction of CD-ROM and end-user systems. *QUALIFICATIONS:* MLS from an ALA-accredited school and at least 2 yrs.' experience in database searching. Salary: $29,209–$39,293. Resumes should be directed to: Edward Shanahan, Assistant Director of Academic Affairs, **Nassau County Medical Center, 2201 Hempstead Turnpike, East Meadow, NY 11554.**

MUSIC LIBRARY

Music/AV catalog librarian. Responsible for a full range of cataloging functions, including classification, descriptive cataloging, and subject cataloging of music monographs, scores, and audiovisual materials. Revises the work of paraprofessionals working with contributed copy in the same subject area. *REQUIRED:* MLS from an ALA-accredited library school. Preferred: Subject master's in music; knowledge of one or more European languages; familiarity with AACR2, LC classification, and MARC formats; experience with OCLC or other online databases. Salary: Minimum $18,000. **Send letter of application, resume, and names of 3 references and/or placement file address by Dec. 1** to: Dennis R. Defa, **328 Marriott Library, University of Utah, Salt Lake City, UT 84112.** The University of Utah is an equal-opportunity, affirmative-action employer. Women and minorities are encouraged to apply.

NETWORK

Executive director of the North Country Reference and Research Resources Council, one of 9 regional multitype library systems chartered by New York State. NC3R's serves over 60 academic, public, special, and school library members in the 7-county Northern Adirondack–Thousand Islands region of New York State, through a wide variety of cooperative library services. Must have a master's degree from an accredited library school and at least 8 yrs.' professional library experience (a minimum of 2 yrs. must be in an administrative capacity). Previous experience in library automation and/or with library networks and systems is highly desirable. Starting date is Feb. 1, 1989. Minimum beginning salary: $37,000. Generous fringe benefits. ***APPLICATION DEADLINE:* Nov. 30.** Send resume and names/addresses of at least 3 references to: Wayne Miller, President, Board of Trustees, **North Country 3R's Council, POB 568, Canton, NY 13617.** The NC3R's is an equal-opportunity, affirmative-action employer.

Library Network Coordinator
PALINET

Immediate opening for a resourceful, flexible and energetic individual to support the Network's expanding service program. PALINET is a multitype library network affiliated with OCLC and dedicated to the support of resource sharing and technology initiatives among 300 member libraries in Pennsylvania, New Jersey, Delaware and Maryland. Reporting to the Associate Director, the Coordinator is part of a team responsible for providing training and technical assistance to users of the OCLC Online System through training sessions, workshops, telephone liaison and documentation. Assists in the evaluation and implementation of new products and services in the areas of library automation and resource sharing. Position involves travel (25%) and technical communication with personnel in member libraries.

QUALIFICATIONS REQUIRED: MLS or equivalent; two years recent experience with the OCLC Online System; working knowledge of cataloging principles, AACR2, and OCLC/MARC formats; strong communication skills, both verbal and written. PREFERRED: Working knowledge of microcomputers.

Deadline for applications: Dec. 1. Hiring range: $23,200 to $29,000 depending upon experience and qualifications. Excellent benefits. Applicants should send a letter of application, resume, and names and addresses of 3 references to: Rian Miller-McIrvine, Associate Director, PALINET, 3401 Market St., Suite 262, Philadelphia, Pa. 19104.

PUBLIC LIBRARY

All-purpose librarian. Assistant needed to help run one of the most progressive and innovative public libraries in the South. Lots of challenges plus being able to try new and fresh ideas. Duties will include reference work, some cataloging, PR, programming, and helping with our annual symposium. We have lots of ideas and we want that special person to help us. We have to have a 40-hour+ person. The benefits are great and there is possibility of advancement. Must have a master's from an ALA-accredited library school. Salary begins at $24,500 with no experience and climbs based on years as a professional librarian. Send resume to: Director, **Fitzgerald-Ben Hill County Library, Fitzgerald, GA 31750.**

Assistant director. ALA-MLS, 5 yrs.' experience including supervisory experience. New position offers unique opportunity for professional growth in library serving a university-enhanced community of 80,000. Responsibilities include personnel and staff development, public relations, adult and young adult program coordination, and assistance with other administrative matters. Salary negotiable from $23,244. Send resume and 3 references to: Patricia Schaefer, Director, **Muncie Public Library, 301 E. Jackson St., Muncie, IN 47305.**

Audiovisual librarian. ALA-MLS, AV experience required, knowledge of music desirable. Supervises staff of 2 full-time, 5 part-time employees; helps to develop AV policies and procedures; selects AV materials; provides AV reference assistance; prepares monthly and annual reports; revises and updates printed lists and catalogs. Generous AV budget allows ample collection growth and diversification. Beginning salary: $19,647. Send resume and references to: Patricia Schaefer, Director, **Muncie Public Library, 301 E. Jackson St., Muncie, IN 47305.**

Baxter County librarian. Deadline extended. Administers county library under policy direction of the county library board. Supervises 5 FTEs plus PTEs. Plans and organizes all library activities and operations; works with North Arkansas Regional Library; represents library to Friends, community, and at official meetings; prepares budget draft for board approval and administers funds; selects materials and maintains an ongoing evaluation of patron needs; attends conferences and training sessions. *REQUIRES* ALA-accredited MLS with 2 yrs.' professional experience (preferably some administrative and supervisory in public libraries). Familiarity with budgeting, programs for the public, and microcomputers are desirable assets. Starting salary up to $17,500 depending on experience, with county benefits. Baxter County Library is located in Mountain Home, Ark., in the Ozark Mountains. The area is primarily rural and a popular retirement and vacation region. Extended library services, training, federal grants, and bookmobile are provided through membership in the North Arkansas Regional Library. **Deadline now Jan. 31, 1989.** Send resume and 3 references to: **Richard Burnett, POB 301, Mountain Home, AR 72653.** No phone calls accepted at this time. EEO.

Branch head (3 branch head vacancies). *RESPONSIBILITIES INCLUDE* staff supervision, program development, and collection development. Previous supervisory experience and experience with outreach or a Friends of the Library organization are highly desirable. 2 of the current openings are in areas of the city where Spanish-speaking ability would be advantageous. The El Paso Public Library System has 9 branches and an annual circulation of 1,268,435. *REQUIRES* ALA-accredited master's degree and 2 yrs.' directly related professional library experience. Salary range: $22,033–$31,911; benefits include 22 days' annual leave. El Paso is a bicultural, bilingual city bordering Ciudad Juárez. It is a major manufacturing and transportation center in the Southwest. **Letters of application, with resume, must be postmarked no later than Dec. 9.** Address correspondence to: **Personnel, El Paso Public Library, 501 N. Oregon, El Paso, TX 79901.** An equal-opportunity, affirmative-action employer.

Branch librarian. The Medina County (Ohio) District Library is seeking a manager for the Brunswick Branch and a small branch in Hinckley. The library is just south of Cleveland. Circulation is 275,000 and library has active children's programming and staff of 20. MLS required; at least 3 yrs.' professional library experience; organization and communication skills. Salary $23,595–$27,592. **Deadline for applications Nov. 15.** Send resume to: Bob Smith, Director, **Medina County District Library, 210 S. Broadway, Medina, OH 44256.**

Children's librarian for the West Carroll Branch, a new full-service library scheduled to open in January 1989. Supervises and trains paraprofessional staff, plans and conducts programs, gives reference and readers' advisory, and assists in branch collection maintenance and development. The Carroll County Public Library is a growing service-oriented system convenient to Baltimore, Md., and Washington, D.C. *QUALIFICATIONS:* ALA-accredited MLS, plus experience working with children. Supervisory experience or training preferred. *STARTING SALARY:* $26,800. *POSITION AVAILABLE:* Dec. 1. *CLOSING DATE:* When position filled. To apply, send resume to: Rae Helton, Staff Administrator, **Carroll County Public Library, 50 E. Main St., Westminster, MD 21157.**

Children's librarian. Public library in west central Illinois community serving 20,000 is seeking an energetic, resourceful person to upgrade and expand children's services. *RESPONSIBILITIES INCLUDE:* Materials selection, collection development, programming, reference, and public relations. ALA-accredited MLS with experience preferred. Salary range: $19,000–$26,648 plus benefits. Send letter of application, resume, and references to: Frances L. Woodrum, Head Librarian, **Jacksonville Public Library, 201 W. College, Jacksonville, IL 62650.**

Collection development coordinator. The Medina County (Ohio) District Library is seeking a professional to select adult materials for a main library and 4 branches. Medina is just south of Cleveland. Responsible for developing collection; $250,000 budget; also responsible for special projects. MLS required, at least 3 yrs.' professional library experience, knowledge of adult materials. Salary $23,595–$27,592. **Deadline for applications Nov. 15.** Send resume to: Bob Smith, Director, **Medina County District Library, 210 S. Broadway, Medina, OH 44256.**

Community services librarian. The Pamunkey Regional Library seeks a service-oriented librarian with good communication skills to serve as community services librarian, responsible for the library's outreach programs for all ages and bookmobile service in Hanover, Goochland, and King William counties in the Richmond, Va., metropolitan area. Applicants must be eligible for certification by the Virginia Board for the Certification of Librarians. Salary starts at $20,450. Apply to: Fran Freimarck, **Pamunkey Regional Library, POB 119, Hanover, VA 23069.** EOE.

Coordinator, children's and young adult services. The Public Library of Columbus & Franklin County seeks a dynamic, innovative professional to serve as the system's chief

The St. Louis Public Library, one of the nation's major urban libraries, is recruiting for the position of:

HEAD, BUSINESS, SCIENCE & TECHNOLOGY DEPARTMENT

Opportunity to take charge of a newly created department in the Central Library of a well funded, major urban library system. The department has responsibility for the subject areas of pure and applied sciences, and the business collection. The Department Head has responsibility for delivery of reference/information service to the public, collection and bibliographic development, technology deployment, and supervision of professional and para-professional staff. The qualifications for the position include an ALA-accredited MLS and an academic background in one of the major disciplines of the department; a minimum of three years of library supervisory experience is preferred. Candidates will also be judged on evidence of creativity, ability to manage in a public service environment and oral and written communication skills. The St. Louis Public Library is completely automated and is in the process of integrating CD-ROM technology into its operation.

Salary is negotiable, depending on the candidate's credentials and experience with a minimum starting salary of $26,172. The St. Louis Public Library also pays interview expenses and provides a generous relocation allowance.

Submit a letter of application, resume and salary history to: **Paul Jinks, Director of Human Resources, St. Louis Public Library, 1301 Olive Street, St. Louis, MO 63103.**

SAINT LOUIS PUBLIC LIBRARY

Equal Opportunity Employer M/F/V/H.

consultant/specialist in the area of children's and young adult services and resources. Position is responsible for planning, promoting, and evaluating systemwide programming, coordinating book selection and collection development, establishing and strengthening contacts with schools and community youth organizations, as well as staff development activities for practicing children's librarians. The successful candidate will have an ALA-accredited master's degree in library science, 3–5 yrs.' direct experience in children's services and programming, extensive knowledge of related literature and audiovisual resources, and the ability to serve as an advocate for children's and young adult services in a variety of internal and external contact situations. Salary range: $26,561.60–$38,521.60. The Public Library of Columbus & Franklin County is a system comprised of 19 branches, a main library, and an outreach department. Located in Columbus, a growing metropolitan area of over 1.3 million people, we offer numerous opportunities for personal and professional growth. Resume (with salary history) should be sent to: C. F. Dashiell, Director of Personnel, **Public Library of Columbus & Franklin County, 28 S. Hamilton Rd., Columbus, OH 43213.** Women and minorities are particularly encouraged to apply. EEO, AA.

Deputy director. Detroit Public Library is seeking an experienced, service-oriented administrator to bring finely honed leadership skills, extensive management experience, enthusiasm, creativity, and flexibility to the position of deputy director. Reporting to the director, this position will be generally responsible for the administration of public services and support services, including an integrated automated system, and day-to-day operations of the institution as well as for implementing a recently completed 3-year action plan. The deputy director may also be required to participate in collective bargaining, legislative activity, and the budget development process. Applicants must be committed to strong interaction between research and branch operations and must have knowledge of library automation and technology. Successful experience in organizational and staff development for a library which must be responsive to a changing community is essential. Strong community and human relations skills and at least 10 yrs.' increasingly responsible supervisory and managerial responsibility and a master's degree in library science from an ALA-accredited library school are required. Salary: $51,699–$57,922. Excellent fringe benefits. Complete information available on request. Please send resume to: Jean T. Curtis, Director, **Detroit Public Library, 5201 Woodward Ave., Detroit, MI 48202; 313-833-3995.**

Extension services coordinator. Capable public library administrator to direct the library system's 9 branch operations. Supervises a staff of 37 including 10 professionals. New 10,000-sq.-ft. branch will be under construction spring of 1989; expansion and refurbishing of existing branch facilities will follow. The successful candidate will have had public library management experience, preferably in a branch library in a metropolitan library system; knowledge of trends in public library branch services; and knowledge of service evaluation and personnel training techniques. Experience with policy development and branch building design are highly desirable. Requires ALA-accredited master's degree and 6 yrs.' professional library experience. Hiring range $27,815–$29,954; benefits include 22 days' annual leave. El Paso is a bicultural, bilingual city of 514,000 population located on the Mexican border adjacent to Ciudad Juárez. **Letters of application, with resume, must be postmarked no later than Dec. 9.** Address correspondence to: Betsy Burson, Director, **El Paso Public Library, 501 N. Oregon, El Paso, TX 79901.** An equal-opportunity, affirmative-action employer.

General reference/information services consultant. The general reference/information services consultant manages the delivery of reference information and interlibrary loans of all types of print/microforms to over 100 member libraries. This person is responsible for collection development in support of the interlibrary loan mandate. Participates in statewide activities and uses national sources via electronic retrieval. Provides consulting services to member librarians for reference services and collection development. Trains, evaluates, and supervises 8 staff members. Participates in continuing education activities. Dynamic opportunity for self-starter with good interpersonal skills. Proven speaking and writing ability. MLS from ALA-accredited school, 5 yrs.' recent experience as a reference head in large public library. Must have valid driver's license and like to travel. Needs to relocate to Rockford area. Excellent benefits. Salary $25,730–$37,235 depending on qualifications. Send resume and 3 work references to: Sharon Loe, Assistant Director, **Northern Illinois Library System, 4034 E. State St., Rockford, IL 61108.** EOE.

Librarian I, children's librarian (3 positions). Kern County Library, a progressive diversified library of 27 branches and 3 bookmobiles, has 3 openings for creative, well-organized, innovative, and energetic librarians. One position is available in public service at the new Beale Memorial Library, one position will serve in children's extension at Kern County Library Headquarters, and one will serve at the Ridgecrest Branch. Excellent interpersonal communication skills and ALA-accredited MLS required. Salary: $20,676–$25,236. This is an open continuous recruitment for these positions and for others that may become available in the next year. Eligible applicants will be invited to an oral interview at their own expense. Request applications from: **Kern County Personnel Dept., 1120 Golden State Ave., Bakersfield, CA 93301; 805-861-2195.**

Librarian I. Entry-level professional position assigned to the general reference desk in the main library. Duties include answering patron reference and readers' advisory inquiries, selecting library materials for the main library collection, compiling bibliographies, scheduling exhibits and displays, conducting tours, and writing book reviews for the local newspaper. The El Paso Public Library System serves a population of 514,000 through the main library and 9 branches. El Paso is a bicultural, bilingual city bordering Ciudad Juárez. It is a major manufacturing and transportation center in the Southwest. Requires ALA-accredited master's degree. Salary range: $20,123–$29,145; benefits include 22 days' annual leave. **Letters of application, with resume, must be postmarked no later than Dec. 9.** Address correspondence to: Betsy Burson, Director, **Personnel, El Paso Public Library, 501 N. Oregon, El Paso, TX 79901.** An equal-opportunity, affirmative-action employer.

Librarian I, reference librarian (2 positions). Kern County Library, a progressive diversified library of 27 branches and 3 bookmobiles, seeks 2 personable, public-service-oriented librarians to work in reference services at the new Beale Memorial Library. Excellent interpersonal communication skills and ALA-accredited MLS required. Salary: $20,676–$25,236. This is an open continuous recruitment for these positions and for others that may become available in the next year. Eligible applicants will be invited to an oral interview at their own expense. Request applications from: **Kern County Personnel Dept., 1120 Golden State Ave., Bakersfield, CA 93301; 805-861-2195.**

Librarian I (youth services). Rapidly growing semirural county with abundant recreational resources located on the Gulf Coast of west central Florida is seeking a professional

HEAD, FINE ARTS DEPT.

Major opportunity with the prestigious St. Louis Public Library

The St. Louis Public Library is the most complete source of information for residents of St. Louis, Missouri with over 1 million volumes, including 65,000 volumes devoted to fine arts. Ephemera collections include over 150,000 pieces of material, a significant collection focusing on St. Louis art and architecture, plus the Steedman Collection of several hundred rare books on architecture.

This position reports to the Deputy Director, supervises one professional librarian and one paraprofessional. Key responsibilities are the delivery of reference and information service to the public as well as developing and promoting the fine arts collections to the community.

Requirements include an ALA-accredited Master's degree in Library Science, preferably with a second Master's in an art field or related area, appropriate experience providing public service in a public, academic, or museum library, and outstanding communication skills.

Our city is a center for education, culture and recreation in the Midwest and features a cost of living rated one of the lowest in the nation. St. Louis City residency is required within 90 days of appointment. Salary is negotiable with minimum salary $26,172.

To apply, send a letter of application, resume and a 5 page maximum writing sample to: **Paul Jinks, Director of Human Resources, ST. LOUIS PUBLIC LIBRARY, 1301 Olive Street, St. Louis, MO 63103.**

SAINT LOUIS PUBLIC LIBRARY

Equal Opportunity Employer M/F/V/H.

librarian to develop and implement an innovative children's and young adult program. Degree in library science supplemented with experience in children's services, program planning, collection development, and reference. Salary range $15,745–$22,817 per annum. Beginning salary commensurate with qualifications and consistent with local pay rates. Excellent housing available at low price. **Send resume with salary history before Nov. 30** to: Director, **Citrus County Employee Relations, 110 N. Apopka Ave., Inverness, FL 32650.**

Librarian II, assistant head reference librarian. Due to an internal promotion, we are seeking to fill this position for the main library at a major public library. This position requires a service-oriented professional who would be responsible for providing general reference desk services (approximately 50% of work time), assist in materials selection, supervise professional and support reference staff, organize and supervise maintenance of reference collection/reference files. Good knowledge of bibliographical tools and sources; broad knowledge of library methods and procedures. Make decision as to OCLC or other system inputting. Some evening and weekend work included. *REQUIRES* ALA-accredited master's of library science and a minimum of 2 yrs.' responsible professional library reference experience. Salary: $20,525 annually (salary range: $20,525–$30,548). Closing date: Open until position is filled. Send letter of application, resume, transcripts, and 3 letters of reference to: Jen Rodgers, Personnel Manager, **Charleston County Library, 404 King St., Charleston, SC 29403; 803-723-1645.** EEO.

Librarian III, branch manager, West Ashley. We are seeking an energetic, experienced branch head who will provide direct public service in a branch of a progressive system in a rapidly expanding community. The successful candidate will be responsible for daily branch operations using independent judgment within established guidelines, overall provision of either adult or children's services of the branch including collection development and programming; and supervision of professional and support staff. *REQUIRES* ALA-accredited master's of library science and at least 2 yrs.' progressively more responsible experience in a public library branch and a creative approach to branch management as well as well-developed communication skills. Salary: $22,676 annually (salary range: $22,676–$33,763). Closing date: Open until position is filled. Send letter of application, resume, transcripts, and 3 letters of reference to: Jen Rodgers, Personnel Manager, **Charleston County Library, 404 King St., Charleston, SC 29403; 803-723-1645.** EEO.

Library director. Boulder City Library, situated between beautiful Lake Mead and fabulous Las Vegas, serves attractive, professionally oriented community of 12,000 with budget of $225,000+. Have CD-ROM and automated circulation system. For an outgoing, people-oriented librarian with management and leadership skills. Requires ALA-accredited MLS. Salary: $26,000–$32,000 commensurate with experience. Send letter of application with resume including 3 references to: Chair, Board of Trustees, **Boulder City Library, 813 Arizona St., Boulder City, NV 89005.**

Library director. Medium-sized, urban public library serving population of 95,000. Main library includes general reference, 2 specialized reference, circulation, children's, and technical services departments. 5 neighborhood branches and adult literacy program. Staff: 58; annual budget: $1.65 million+. Salary range $34,469–$45,527 (negotiable), excellent benefits. Position subject to civil service approval and possible testing. *REQUIRED:* ALA-MLS, administrative and budgeting experience. **Deadline for applications: Dec. 1.** Send letter of application, resume, and names, addresses, and phone numbers of 3 recent references to: **Adrienne Hayling, POB 2448, Trenton, NJ 08607-2448.**

Librarian I/II (Reference)

Librarian I—$1,528–$1,863 monthly; Librarian II—$1,773–$2,162 monthly. Tulare County is seeking a reference librarian for the Visalia branch of the Tulare County Public Library. Requires knowledge of reference work and advisory service, library materials available for adults and children, and general library cataloging rules and procedures; and skills to observe community interests and library needs, collect and analyze information, and the ability to communicate effectively with a variety of people. Qualifications would normally be obtained by a degree in library science. Applicants applying for the Librarian II level should have one yr.'s experience as a librarian at a level equivalent to a Librarian I. **Apply by Jan. 3, 1989.** Obtain an application from:

Tulare County Personnel
2900 W. Burrel
Visalia, CA 93291
209-733-6266

Equal-opportunity employer

Library director, Middletown, N.J. Library director for community of 69,000 located along Jersey Shore. *REQUIREMENTS:* 5 yrs.' professional experience including appropriate administrative background, MLS. Beginning salary: $35,000–$40,000 dependent on background. Excellent benefit package. **Send resume by Nov. 30,** including names of 3 references and short statement (900 words or less) on how you would approach this job as library director to: Library Search Committee, **Middletown Township Public Library, 55 New Monmouth Rd., Middletown, NJ 07748.** The library urges qualified applicants to apply without regard to race, sex, ethnic origin, or disability.

Library director, Newton (Kans.) Public Library. Position open spring 1989. ALA-accredited MLS required, a 2nd graduate degree preferred, 8 yrs.' administrative experience in libraries or related fields. Population 16,000, collection 70,000, budget $300,000. 10 FTE, automated circulation and online catalog, member of South Central Kansas Library System. Salary schedule range for listed qualifications $22,068–$32,427 plus health insurance, retirement benefits. **Deadline Dec. 15.** Send resume and the names of 3 references to: Search Committee, **Newton Public Library, 720 N. Oak, Newton, KS 67114.**

Manager/librarian for reference and audiovisual departments at Branch County Library System Headquarters in Coldwater, Mich. (at I-69 and US 12 near the Indiana border). Library serves 40,000 with 16+ FTE and a 1987 budget of $390,633. Salary range $15,938–$20,022. Excellent benefits including master medical for self and family and 10 paid holidays. A 35-hour workweek includes some nights and Saturdays. Position open until filled. Apply to: Administrative Assistant, **Branch County Courthouse, 31 Division St., Coldwater, MI 49036.**

Reference librarians. Rapidly growing, highly automated public library system needs bright, service-oriented **entry-level** reference librarians in 2 of its 9 branches (Arvada and Lakewood). Jefferson County is nicely situated adjacent to the Denver metro area toward the mountains. MLS required. Experience and/or interest in government documents preferred for one of the positions. Annual salary: $18,372 for 35 h.p.w. plus excellent benefits. A Jefferson County application form must accompany resume. **Apply by Dec. 16.** Contact: Maryanne Brush, Assistant to the Director, **Jefferson County Public Library, 10200 W. 20th Ave., Lakewood, CO 80215; 303-232-7114 x201.**

Technical services division manager. One of 3 key middle-management positions in the library system, and a member of the library's policy and planning team. *RESPONSIBILITIES INCLUDE* supervision of the acquisitions and cataloging process and system-wide supervision of the library's computer operations and circulation services. Staff of 18, including 3 professionals. Candidate will be required to coordinate technical services policies and procedures with the collection development and public services staff, and with the computer operations staff. *REQUIRES* management experience in a technical services operation and working knowledge of computerized circulation and online cataloging systems and OCLC. Inlex computerized system to be completed spring of 1989. Experience with or knowledge of systems analysis techniques highly desirable. *REQUIRES* ALA-accredited master's degree and 6 yrs.' professional library experience. Hiring range: $30,650–$33,007; benefits include 22 days' annual leave. The El Paso Public Library System serves a population of 514,000 through a main library and 9 branches. The City of El Paso borders Ciudad Juárez, Mexico, and is within less than a day's drive from scenic points in southern New Mexico, southern and eastern Arizona, and West Texas. **Letters of application, with resume, must be postmarked no later than Dec. 9.** Address correspondence to: Betsy Burson, Director, **El Paso Public Library, 501 N. Oregon, El Paso, TX 79901.** An equal-opportunity, affirmative-action employer.

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2 positions open. The Corpus Christi Public Libraries seek 2 dynamic people who are creative, imaginative, and self-directed to fill positions as children's librarians. One—a new position—will be located in the new central library; the other, in a busy branch. The city is a multicultural community that affords many opportunities to develop innovative children's programs. CCPL is conducting a cooperative feasibility study with public and parish school libraries during the coming year which will further complement children's library services. Corpus Christi is a subtropical city of 300,000 on the Gulf of Mexico. Recreational and cultural activities abound, and other major cities are within easy driving distance. $21,000 minimum. **Send resume, transcripts, and letter of interest by Dec. 9** to: Herbert G. Canales, Library Director, **Corpus Christi Public Libraries, POB 9277, Corpus Christi, TX 78469.** The City of Corpus Christi is an EEOC employer.

SCHOOL LIBRARY

Associate librarian for independent, coeducational secondary school. The associate librarian assists the director in the design and implementation of a comprehensive library program. Assists the director in the design and maintenance of an integrated library computer system. Responsible for the acquisitions, cataloging, and processing of materials. ALA-MLS with background in cataloging using AACR2 and experience in computer library applications. Salary: $18,000–$25,000. **Send application letter, resume, and names, addresses, and phone numbers of 3 references by Nov. 18** to: William I. Bunnell, Director of Library and Information Services, **Mercersburg Academy, Mercersburg, PA 17236.** Mercersburg Academy does not discriminate on the basis of race, color, religion, or national or ethnic origin in employment.

SPECIAL LIBRARY

2 positions, Winterthur Library. 1) **Assistant librarian, Downs Manuscript and Microform Collection.** *RESPONSIBILITIES:* Provide reference assistance to users of rare books and manuscripts; assist in cataloging of manuscripts; other duties as assigned. MLS required; prior experience with OCLC or RLIN desirable. Preference given to candidates with MA in American history or art history. Salary: $18,600+, depending on experience. 2) **Assistant librarian, Printed Book and Periodical Collection.** *RESPONSIBILITIES:* Current and retrospective cataloging of monographs and serials; catalog maintenance; reference assistance; other duties as assigned. MLS and professional cataloging experience required, preferably with OCLC or RLIN. MA in American history or art history desirable. Salary: $18,600+–$24,500, depending on experience. Employment date for both positions: Jan. 2, 1989. Send resume to: **Human Resources Division, Winterthur Museum and Gardens, Winterthur, DE 19735.**

STATE AGENCY

Librarian, blind & physically handicapped services (search reopened). Seeking librarian interested in management and in library services to those with special needs. Position manages a staff of 11 FTE in providing information, reading material, and playback machines to patrons throughout the state. Circulation and machine records are automated on a microcomputer LAN, using the READS software. Position coordinates the state program with the Library of Congress's National Library Service. Will also plan and conduct public information and outreach activities to increase use of the service. May consult with Idaho public libraries on ways to improve their services to special populations. Reports to associate director for information services. *QUALIFICATIONS required:* MLS or equivalent education and experience; knowledge of delivery techniques for library services to special populations; supervisory experience. *Desirable:* Experience in planning, evaluating, and publicizing library services. Salary range: $22,194–$29,744, plus benefits. Boise is a growing capital city with a wide array of educational, cultural, economic, and recreational opportunities. The Idaho State Library offers a chance to work with enthusiastic professionals who are active in a variety of innovative programs. **Completed applications must be received by the Idaho Personnel Commission by Dec. 2.** To request an application, contact: Karin E. Ford, **Idaho State Library, 325 W. State St., Boise, ID 83702; 208-334-5124.** Equal-opportunity employer.

Library development consultant. #410.0 nonexempt. *SALARY:* $11.43 per hour ($23,774 annual equivalent). *JOB DUTIES:* Consults with librarians, trustees, professional groups, and others to develop resources, plans, and service programs on a statewide, regional, or local basis. Visits libraries to consult with administrators and trustees; evaluates library service programs against standards; analyzes, evaluates, and assists libraries in collection development; provides assistance to libraries in long-range planning at the local level; makes reports and recommendations to specialists, administrators, state librarian, and others concerned with programs. Analyzes and makes recommendations upon applications from libraries, library schools, and other institutions for federal assistance. Monitors and evaluates federally funded projects. Plans and directs educational conferences and institutes in specialized area, in cooperation with other staff. Conducts research and prepares and disseminates information. Other responsibilities as assigned. *MINIMUM QUALIFICATIONS:* Master's degree in library science and 3 yrs.' experience or equivalent. *OTHER INFORMATION:* Normal working hours 8 am–5 pm, Monday through Friday (40 hours per week). Overnight travel and evening and weekend work will also be required. Employee, State of Ohio. 10 working days' sick leave per year. 3 days' personal leave per year. May request payment of unused sick leave and personal leave in December each year. 2 weeks' vacation after one yr.'s service. 10 paid holidays per year. Excellent health care benefits available. Disability benefit program and life insurance available at no charge to employee after one yr.'s service. Public Employees Retirement System (PERS). State Employees Credit Union available. This position is nonexempt per collective bargaining law and currently represented by OEA. ***APPLICATION CLOSING DATE:* Nov. 20.** Contact: Wesley H. Lee, Personnel Officer, **State Library of Ohio, 65 S. Front Street, Columbus, OH 43266; 614-644-7061.** An equal-opportunity employer, equal-access agency.

VENDOR/UTILITY

Librarian. VTLS, Inc., has an immediate opening for a librarian to serve as a member of our customer management team. Primary responsibilities include planning and coordinating new system installations, providing in-house and new user training sessions, and providing technical assistance to VTLS users. Additional duties include: Interaction with VTLS development and marketing staff on library-related issues and general participation in the deliverance of services to VTLS users. *REQUIREMENTS INCLUDE:* MLS from ALA-accredited library school; working knowledge of library automation; 2–5 yrs.' technical services experience; excellent verbal and written communication skills. Competitive salary and benefits package. Salary range $25,000–$30,000. Send resume and salary history along with 3 references to: Carl R. Lee, Director, User Services, **VTLS, Inc., 1800 Kraft Dr., Blacksburg, VA 24060.**

Project management. Vanguard Technologies Corporation, a growing computer and information services company providing services to the federal government, seeks an individual to assist in project management, marketing, and proposal writing. Project located in metropolitan Washington, D.C., area. Applicant should demonstrate ability in library automation systems, OCLC, and excellent communications skills. Knowledge of interlibrary loan and/or circulation operations helpful. Potential for advancement. *REQUIRES* ALA-accredited MLS and 2–4 yrs.' progressive experience in library operations. Salary $25,000–$35,000 based on experience. Excellent benefits package. Send letter and resume to: J. Gracza, **Vanguard Technologies Corporation, 10530 Rosehaven St., Fairfax, VA 22030.** An equal-opportunity employer, M/F/H/V.

Sales position open. We are seeking a motivated, energetic self-starter librarian to sell our serials management service to librarians in the Kentucky/Tennessee area. A previous background in library sales and a library science degree would be helpful. The job requires extensive weekly travel and pays a salary of $24,000+, plus incentive compensation plan, auto and expenses paid. Excellent fringe benefits. Please send your resume in confidence to: Nancy H. Rogers, General Manager, **EBSCO Subscription Services, POB 2543, Birmingham, AL 35202.**

Technical consultant. Brodart Automation, a division of Brodart Co., is seeking professional librarians looking for a challenge. Due to expansion, we are accepting resumes for the position of technical consultant. *RESPONSIBILITIES INCLUDE:* management of specific customer-related automation projects, development of technical specifications for systems and programming, on-site training and consultations to customers, and technical support to all segments of the division. This position requires 10% travel throughout North America. *QUALIFICATIONS:* MLS from an ALA-accredited institution, 2 yrs.' experience in an automated environment, and excellent communication skills (verbal and written). Salary range: $23,000–$27,000 plus excellent benefits. Permanent location will be Williamsport, Pa. Please submit resume to: Director, Human Resources, **Brodart Co., 500 Arch St., Williamsport, PA 17705.**

AUTOMATION EXCHANGE

PERIPHERALS

BAR CODE MADE EASY: Adding bar code to your circulation system can be as easy as plugging in a keyboard. PERCON offers many E-Z READER scanner models for computers and terminals that install in seconds, leave the keyboard fully active, and read label after label fast and easy. Bar code printing programs are also available. 2-yr. warranty, 30-day money-back satisfaction, and 24-hour repair turnaround are all standard. If you're wondering about bar code, give us a call with your questions. PERCON, 2190 W. 11th Ave., Eugene, OR 97402; 503-344-1189; FAX: 503-344-1399.

CONSUMER CLASSIES

FOR SALE

OAK, CUSTOM CARD CATALOG: Excellent condition. Contemporary style with black plastic drawers. Double-faced, 324-drawer unit for $950; 2 single-faced, 162-drawer units for $700 each; single-faced 54-drawer unit for $350. Units sit on custom pedestals. Buyer pays shipping. Contact: Janis Apted, Texas Medical Center Library, 1133 M.D. Anderson Blvd., Houston, TX 77030; 713-797-1230, x118.

REFERENCE GUIDE. As-new reprint of tables and annotated index to *Congressional Series of United States Public Documents,* 769 p., originally published in 1902. Contains the serial tables from 1817 to 1893 plus an index of 658 p. These were reprinted in 1963 and these last few copies recently discovered. Copies are $48 each ppd. Orders to Art Source International, 1655 Walnut St., Boulder, CO 80302.

CARD CATALOG CABINETS: Oak, 72-drawer, excellent condition. 65″ H x 41″ W x 18″ D. $150 each. McIntyre Library, Univ. of Wisconsin–Eau Claire, Eau Claire, WI 54702-4004; 715-836-3715.

CONTEMPORARY LITERARY CRITICISM, Vols. 1–30. Excellent condition. Contact: Benicia Public Library, 144 E. G St., Benicia, CA; 707-745-2612.

ATTENTION: CHILDREN'S LIBRARIANS. 27 magical story hours incorporating irresistible elementary science experiments. *STORY-TIME SCIENCE* by trend-setting author Virginia Baeckler. Send $10 to Sources, Dept. C-104, 26 Hart Ave., Hopewell, NJ 08525.

CONSUMER CLASSIES cont. on next page.

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WANTED

WANTED TO BUY: *CONTEMPORARY AUTHORS.* Contact Benicia Public Library, 144 E. G St., Benicia, CA 94510; 707-745-2612.

WANTED TO BUY: U.S. GOVERNMENT SERIAL SET volumes—19th century. We can pay cash or arrange trade for duplicates or discards. Art Source International, 1655 Walnut St., Suite 200, Boulder, CO 80203; 303-444-4080.

PURCHASING. Geology, Hydrology, Paleontology. Singles or complete sections. Albert G. Clegg, Bookseller, POB 306, Eaton Rapids, MI 48827.

LIBERAL ARTS COLLEGE LIBRARIES for new school. Jim Stitzinger, 23800 Via Irana, Valencia, CA 91355; 805-259-2011.

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DATEBOOK: events & educational opportunities

New listings. Other upcoming events appear in recent Datebook columns.

Beverly Goldberg, ed.

November

15: *Cataloging* wkshp., Temple Emanu-El, 1 E. 65 St., New York, N.Y. Spons., Assn. of Jewish Libs./N.Y. Metro. Area Chap. Info.: T. Atik, Jewish Theological Seminary Lib., 3080 Broadway, 10027 (212-678-8092) or S. Berger or R. Dassa, Pollack Lib., Yeshiva U., 500 W. 185 St., 10033 (212-960-5378).

15: *An Overview of Legal Ref. & Resources for Pub. & Acad. Lns.* prog., Main Lib. Auditorium, Forsyth Co. Pub. Lib., Winston-Salem, N.C. Spons., N.C. Central U./SLIS. Info.: D. Smith, SLIS, NCCU, Durham 27707 (919-683-6485).

16: *Adult Programming in Pub. Libs.* study circle, SLIS Microcomputer Lab, J. E. Shepard Lib., N.C. Central U., Durham. Spons., NCCU/SLIS. Info.: See Nov. 15.

16: *Connections: Writing, Reading, & Lit.* wkshp., Room 105 Lib., College of St. Catherine, St. Paul, Minn. Spons., College of St. Catherine/CE & Summer Sessions. .3 CEUs available. Fee, $23. Info.: CE & Summer Sessions, College of St. Catherine, 55105 (612-690-6819).

16-18: AMIGOS Bibliographical Council mtg., Dallas, Tex. Info.: AMIGOS, 11300 N. Central Expressway, Suite 321, 75243 (214-750-6130).

16-18: *Contracting by Negotiation* short course, Nat'l. Grad. U., Arlington, Va. Spons., Nat'l. Grad. U. Info.: Donna Smith, NGU, 1101 N. Highland St., 22201 (703-527-4800).

16-18: *Management Development Seminar for Asst. & Assoc. Acad. Deans,* Loews L'Enfant Plaza Hotel, Washington, D.C. Spons., Nat'l. Assn. of Acad. Affairs Administrators. Info.: W. Peter Hood, U. Ill. at Urbana-Champaign, Rm. 312, 409 E. Chalmers, Champaign 61820 (217-333-2030).

17: *Advanced Spreadsheets* prog., J. E. Shepard Lib., N.C. Central U., Durham. Spons., NCCU/SLIS. Previous microcomputer exp. & exp. w/spreadsheet package recommended. Fee, $40. Info.: see Nov. 15.

17: *The Green One or the Red One?: Book Selection of Medical Mat'ls. in the 1990s* prog., N.Y. Academy of Medicine, New York, N.Y. Cospons., N.Y. Metro. Ref. & Research Lib. Agency (METRO); N.Y. Academy of Medicine Lib.; et al. Info.: V. Manbeck, METRO, 57 Willoughby St., Brooklyn, NY 11201 (718-852-8700).

17: *Planned Giving Refresher Course,* Chicago, Ill. Spons., Council for Advancement & Support of Ed. (CASE). Info.: CASE, Suite 400, 11 Dupont Circle, Washington, DC 20036 (202-328-5900).

DATEBOOK continued on next page.

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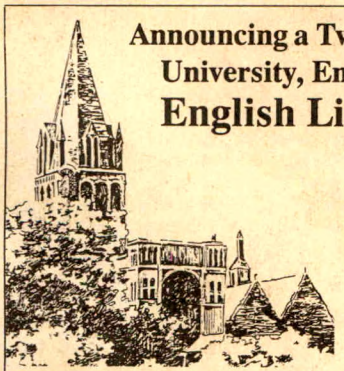
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17-18: Western Ed'l. Computing annual conf., San Diego (Calif.) Princess Resort. Spons., Calif. Ed'l. Computing Consortium. Theme, "Emerging Technologies—Challenge to Higher Ed." Info.: J. Pope, U. San Diego, Alcala Park, 92110 (619-260-4810).

18: *The High School & College Partnership: Striving for Excellence in Ed.* nat'l. conf., Long Island U., Brooklyn, N.Y. Info.: E. Caputo, Special Acad. Services, Long Island U., Brooklyn, NY 11201.

18-19: *Democracy in Action: Issues & Challenges to Adult Ed.* prog., Sheraton N.W. Hotel, Brooklyn Park, Minn. Spons., Minnesota Assn. for Cont'g. Adult Ed. Info.: R. Allen, Minn. Ext. Service, Ramsey County, 2020 White Bear Ave., St. Paul 55109 (612-777-8156).

18-19: *Management Institute for Women in Higher Ed.*, Wellesley (Mass.) Col. Spons., Higher Ed. Resource Services. Info.: S. Knowles, Management Institute, Wellesley Col., 02181 (617-235-0320 x2529).

18-21: Amer. Assn. for the Advancement of Slavic Studies nat'l. conv., Hilton Hawaiian Village Hotel, Honolulu. Theme, "The Soviet Union & the Pacific Rim." Info.: AAASS, c/o Stanford U., 128 Encina Commons, Stanford, CA 94305-6029 (415-723-9668).

18-22: Minn. Ed'l. Computing Corp. annual conv., Minneapolis Hyatt Regency. Theme, "Sharing Today, Shaping Tomorrow." Info.: 612-481-3500.

19: Long Island Lib. Resources Council fall conf., Main Lib., SUNY at Stony Brook. Info.: E. Volkersz, Lib., SUNY at Stony Brook, 11794 (516-632-7119).

20-22: Amer. Assn. of State Colleges & Univs. annual mtg., Hyatt Regency Inner Harbor Hotel, Baltimore, Md. Theme, "Multicultural Ed. for a Global Society." Info.: R. Lauth, AASCU, Suite 700, One Dupont Circle, Washington DC 20036 (202-293-7070).

24-25: *Writing Statements of Work & Specifications for Technical Contracts* short course, Nat'l. Grad. U., Arlington, Va. Spons., Nat'l. Grad. U. Info.: see Nov. 16–18.

25: *Cataloging w/a Microcomputer* prog., FLIS, U. Toronto, Ont. Spons., U. of Toronto/FLIS. Fee, $115. Info.: M. Chen (416-978-7111) or M. Cariou (416-978-4666), Office of CE, FLIS, U. Toronto, 140 St. George St., Toronto, Ont. M5S 1A1, Canada.

28-29: *Proposal Preparation & Business Development Related to Gov't. Contracts* short course, Nat'l. Grad. U., Arlington, Va. Spons., Nat'l. Grad. U. Info.: see Nov. 16–18.

28–Dec. 2: *Cost & Price Analysis* short course, Nat'l. Grad. U., Arlington, Va. Info.: see Nov. 16–18.

29: *Seminars on Computers on Campus*, Nashville, Tenn. Spons., EDUCOM. Info.: EDUCOM, POB 364, Princeton, NJ 08540 (609-520-3355).

29–Dec. 2: *Analytical Skills Inst.*, Austin, Tex. Spons., Assn. of Research Libs./Office of Management Services. *Adv. regis. req'd. Enrollment limited.* Info.: S. Jurow, Assoc. Dir., OMS, ARL, 1527 New Hampshire Ave. N.W., Washington, DC 20036 (202-232-8656).

COMING UP

ALA Midwinter Meeting
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ACRL National Conference
Cincinnati, OH April 5–8, 1989
Phoenix, AZ April 1–4, 1992

National Lib. Week April 9–15, 1989

ALA Annual Conference
Dallas, TX June 24–29, 1989
Chicago, IL June 23–28, 1990

AASL National Conference
Salt Lake City, UT Oct. 19–22, 1989

PLA National Conference
San Diego, CA March 20–23, 1991

29–Dec. 2: CAUSE '88 annual conf., Opryland Hotel, Nashville, Tenn. Theme, "Info. Technology: Making It All Fit." Info.: N. Davis, CAUSE, 737 29th St., Boulder, CO 80303 (303-449-4430).

30: *A Book Is a Gift You Can Open Again & Again* teleconf., at various sites throughout Wis. Spons., U. Wis.–Madison/SLIS/CE Services. Fee, $11. Info.: J. Pearlmutter, Program Coord., SLIS, CE Services, UW/Madison, 600 N. Park St., Madison 53706 (608-262-6398).

30: *Automation in the Small Pub. Lib.* teleconf., at various sites throughout Wis. Spons., U. Wis.–Madison/SLIS/CE Services. No fee. *Adv. regis. req'd.* Info.: see Nov. 30 above.

30: *Hiring & Firing Employees* prog., Allen County Pub. Lib., Fort Wayne, Ind. Cospons., Wabash Valley Area Lib. Service Authority (WVALSA); Area 3 Lib. Services Authority (Tri-ALSA). Fee, $40. Info.: D. Lawson, WVALSA, 224 S. Green St., Off. 201, Crawfordsville 47933-2508 (317-362-5839).

30: *Taking the Mystery Out of Gov't. Documents* prog., New York (N.Y.) U. Spons., N.Y. Metro. Ref. & Research Lib. Agency (METRO). Fee, $25 METRO mem.; $50 nonmem. Info.: see Nov. 17.

30: *Working w/Young Children* prog., Kinston–Lenoir Co. Pub. Lib., Kinston, N.C. Spons., N.C. Central U./SLIS. Fee, $60. Info.: see Nov. 15.

30–Dec. 1: *Project Management* short course, Nat'l. Grad. U., Arlington, Va. Spons., Nat'l. Grad. U. Info.: see Nov. 16–18.

30–Dec. 2: *Major Donor Solicitation* wkshp., Atlanta, Ga. Spons., Council for Advancement & Support of Ed. (CASE). Info.: see Nov. 17.

December

1: *The Storytelling Swap* wkshp., Elmwood Park (N.J.) Pub. Lib. Also on Dec. 2 at Monmouth Co. Lib., Manalapan, N.J. Spons., Rutgers U./School of Communication, Info., & Lib. Studies. Fee, $40. Info.: J. Varlejs, SCILS, Rutgers U., 4 Huntington St., New Brunswick 08903 (201-932-7169).

3: *Let's Talk About Books for Children & Youth* conf., SLS, Columbia U., New York, N.Y. Spons., Columbia U./SLS. Fee: $40. *Regis. postmark deadline, Nov. 21.* Info.: R. Wedgeworth, Dean, SLS, Columbia U., 10027 (212-280-2292).

4-5: *Libs. & Undergrads.: Partners for the Future* symposium, U. Mich., Ann Arbor. Spons., UM/Undergrad. Lib. Fee, $115. Info.: B. MacAdam, Head, Undergrad. Lib., UM, 48109 (313-763-5084).

4-6: *Electronic Documents Systems* prog., Bedford, Mass. Spons., Institute for Graphic Communication. Info.: Conf. Mgr., IGC, 375 Commonwealth Ave., Boston, MA 02115 (617-267-9425).

5: *Troubleshooting & Maint. for the PC* wkshp., Cumberland Co. Pub. Lib., Fayetteville, N.C. Spons., SOLINET. Fee, $75 SOLINET mem.; $112.50 nonmem. Info.: C. Bowden, SOLINET, 400 Colony Sq., Plaza Level, 1201 Peachtree St. N.E., Atlanta, GA 30361 (404-892-0943 or 800-999-8558; Fax: 404-892-7879).

7-9: *Creativity to Innovation Wkshp.: Breaking the Bonds of Traditional Thinking*, Washington, D.C. Spons., Assn. of Research Libs./Office of Management Services. Fee, $300. *Adv. regis. req'd. Enrollment limited.* Info.: see Nov. 29–Dec. 2.

8: *ILL For New & Selective Users* prog., U. N.C. at Charlotte. Also on Dec. 12 in Atlanta, Ga. Spons., SOLINET. Fee, $40 SOLINET mem.; $60 nonmem. Info.: See Dec. 5.

8: *Telecommunications & Info. Services: Convergence & Competition* prog., Washington, D.C. Spons., *Communications Week*. Info.: E. Bassine, CMP Conf. Group, 600 Community Dr., Manhasset, NY 11030.

9: *More Skills in Online Searching: Using Microcomputers for Accessing Online Files, Downloading, & Editing Search Results* prog., FLIS, U. Toronto, Ont. Spons., U. Toronto/FLIS. Info.: see Nov. 25.

11-13: *Digital Scanners & Automatic Digitizers* prog., Reston, Va. Spons., Institute for Graphic Communication. Info.: see Dec. 4–6.

12-14: *Canada Online II* conf., Toronto, Ont. Fee, $500 (Canadian). Info.: Canada Online Ltd., 158 Pearl St., Toronto, Ont. M5H 1L3, Canada (416-593-5211).

12-15: *LaserActive* mtg., Park Plaza Hotel, Boston, Mass. Info.: LaserActive, POB 2401, Satellite Beach, FL 32937 (407-777-1609).

12-16: *Video Expo Orlando* expo & seminar, Orange Co. Conv./Civic Ctr., Orlando, Fla. Spons., Knowledge Industry Publications. Info.: E. Greenfield, Knowledge Industry Publications, Inc., 701 Westchester Ave., White Plains, NY 10604 (914-328-9157; outside N.Y. 800-248-KIPI).

13: *Are Serials Bankrupting Libs.?* prog., New York, N.Y. Spons., N.Y. Metro. Ref. & Research Lib. Agency (METRO). Info.: R. Goodman, METRO, 57 Willoughby St., Brooklyn, NY 11201 (718-852-8700).

13-14: *Focus Group Interviewing for Nonprofit Orgs.* prog., Vocational Technical Ed. Bldg., U. Minn., St. Paul. Spons., Minn. Ext. Service/Eval. Unit; et al. Fee, $295. Info.: C. Ashton, U. Minn., 320 Vocational Technical Ed. Bldg., 1954 Buford Ave., 55108 (612-624-2221).

14: *Books Format* wkshp., Auburn U. at Montgomery, Ala. Spons., SOLINET. For beginners; covers most commonly used OCLC/MARC format. Fee: $40 SOLINET mem.; $60 nonmem. *Adv. regis. req'd.* Info.: see Dec. 5.

The Class of 1988 continued from p. 860

obtained. Recruitment strategies of employers and the delivery of library education need to be influenced by this information.

Two to 10 colleagues

Most respondents desired work in a relatively small library. Forty-six percent indicated that a library setting employing 2–10 librarians was most desirable. Only 3.8% sought to work in settings where more than 51 librarians were employed. While these figures might dismay personnel administrators in large public or academic systems there were also a good number of students who were uncertain (14.4%) or to whom size of employing institution did not matter (12.3%). Nevertheless, larger libraries need to be concerned that so few new graduates are predisposed to careers in large systems.

Cataloging scorned

The relative desirability of types of positions was also investigated. Reference positions were indicated as most desirable by the most respondents (28.9%), while cataloging positions (7.6%) received scant consideration. Table 7 shows percentages of respondents indicating strong interest in a variety of positions. Youth services receives higher ranking than might have been expected, considering the frequency of written expressions of concern over shortages in this area. However, the high response rate derives from the large number of school media specialists in the sample. A very different market structure exists for these two youth services career tracks.

Finally, respondents were asked to express their preference for types of libraries in which to assume a first position. Large academic libraries were seen as most desirable (22.7%) followed by school library media centers (19.8%). Despite concern about the outflow of MLS graduates to the information industry, only 5.9% indicated this as a desirable career path. Corporate and non-corporate special libraries, however, were seen as desirable by 29.9%.

Summing up

Although librarianship has changed a great deal over the last 30 years, students' backgrounds are not very different from those analyzed in earlier surveys.[5,6] Affective attitudes (to be reported later) show that the majority of respondents are excited by developing technologies and combine this with a strong service orientation. Thus, current students possess a positive orientation to innovation.

However, several venerable professional concerns are reinforced by the LISSADA data. Many respondents are geographically limited, minority students continue to comprise an abysmally small number of future librarians, and technical services work is not viewed as a very desirable specialization.

The survey provides a profile of people now entering the profession—people who will be in administrative and policy-making positions at the turn of the century. The data show us the reasons people enter the field and the kinds of positions that seem desirable. This information can be used by the profession to plan recruitment strategies both to librarianship and to specializations within it. Clearly, today's leaders need to plan and work to ensure library services to tomorrow's citizens.

Valedictory

This brief overview reports only a small portion of the data gathered in the survey. Additional analysis will be published in a later report. But one last, impressionistic note bears mention. After reading over 3,400 responses to the open-ended questions, "Why did you choose this profession?", "How would you describe the future of this profession?", and "What are three reasons you would give to others to persuade them to choose this profession?", the authors were left with a sense of extraordinary optimism and energy. The class of 1988 is committed to information access, holds democratic and egalitarian values regarding the provision of information, and is undaunted by rapidly evolving technologies. We may not have enough librarians in 1988 but the ones we have will be outstanding. □

Notes

1. Kathleen M. Heim, "Recruiting Tomorrow's Leaders: An Invitational Preconference to Promote Diversity," application for World Book-ALA Goal Award submitted by the American Library Association, Office for Library Personnel Resources Advisory Committee, March 2, 1987.

2. Kathleen M. Heim and Leigh S. Estabrook, *Career Profiles and Sex Discrimination in the Library Profession* (Chicago: ALA, 1983), p. 32–33.

3. Lorene B. Brown, "Recruiting Science Librarians," in Moen, William E., and Heim, Kathleen M., eds., *Librarians for the New Millennium*, (Chicago: ALA/OLPR, 1988), p. 65.

4. Beth M. Paskoff, "Recruitment for Special Librarianship," in *Librarians for the New Millennium*, p. 57.

5. Agnes L. Reagan, *A Study of Factors Influencing College Students to Become Librarians* (Chicago: ACRL, 1958).

6. Rodney F. White and David B. Macklin, *Education, Careers and Professionalization in Library and Information Science: Final Report.* (Washington, D.C.: Office of Education, Bureau of Research, 1970). ED 054800.

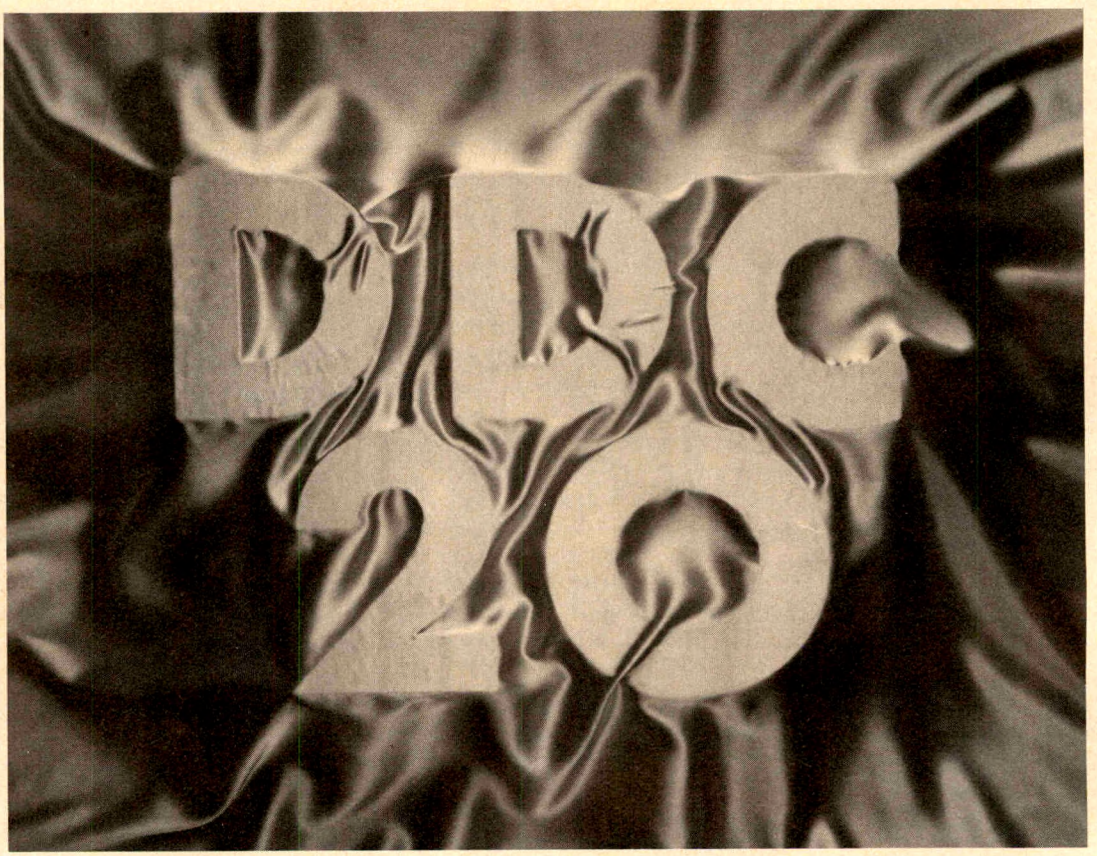
Table 6
Factors in Choice of Library and Information Science Work (In Rank Order by Importance)

Factors	Important N	Important Percent
Intellectual Opportunities	2911	84.7%
Service Orientation	2241	65.6%
Variety of Positions	2123	62.0%
Job Security	1984	58.0%
Future Changes	1855	54.6%
Stability	1762	51.8%
Advancement	1540	45.0%
Salary	1271	37.2%
Benefits	1221	35.8%
Status	1019	29.9%
Routine Work	264	7.8%

Table 7
Type of Position Perceived as Most Desirable

Position	N	(%)
Reference	968	28.9
Youth Services	874	26.0
Educational Research	605	18.1
Computer Automation	543	16.2
Adult Services	513	15.4
Collection Development	505	15.1
Administration	413	12.3
Public Relations	302	9.0
Archives	272	8.1
Technical Services	260	7.8
More Graduate Work	260	7.8
Cataloging	254	7.6
Minority Service	246	7.4
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ALA publishes 1988 salary data

If librarians' paychecks are still laughable, at least the '86–'88 growth rate wins respect

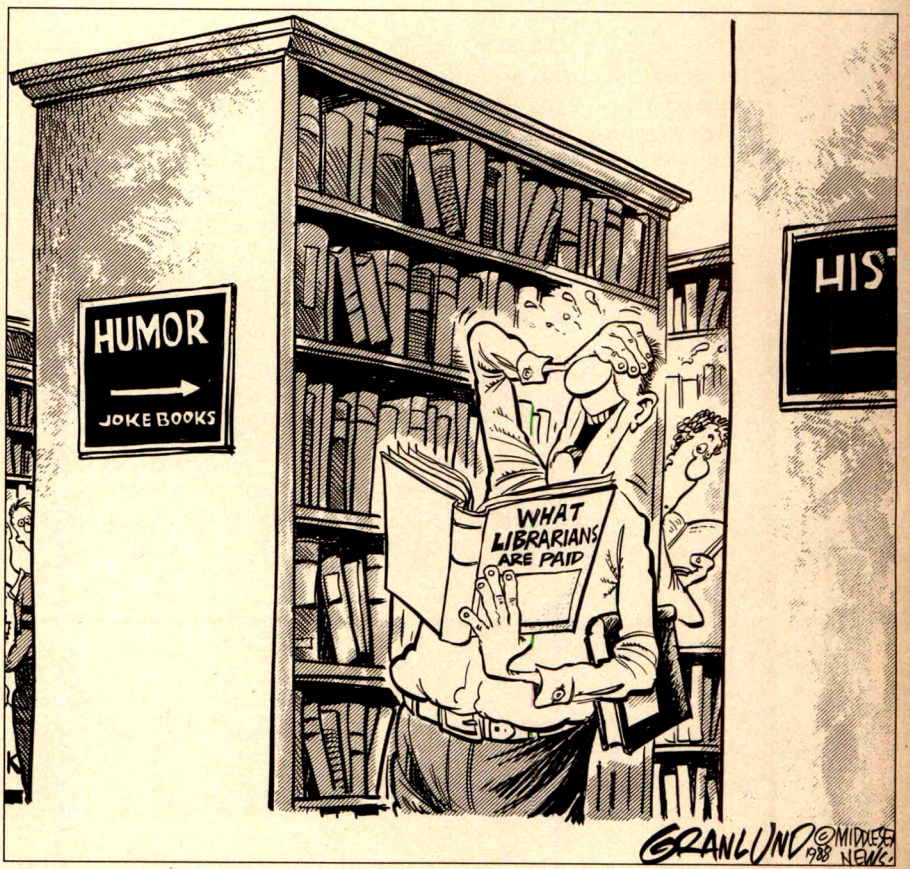
by Mary Jo Lynch
Director, ALA Office for Research

FIGURES FROM THE LATEST ALA salary survey show U.S. librarians gaining increases that compare adequately with salary growth in other occupations.

The salary surveys have been published biennially since 1982. As before, ALA's Office for Research and Office for Library Personnel Resources worked together to produce the report. The Library Research Center at the Graduate School of Library and Information Science, University of Illinois/Urbana, mailed the survey and processed the returns.

The *ALA Survey of Librarian Salaries, 1988,* by Project Director Mary Jo Lynch and Margaret Myers, is now available for $30 from the ALA Order Dept., 50 E. Huron St., Chicago, IL 60611 (0-8389-3366-1; ISSN 0747-7201).

Once again, the survey covers full-time professional positions in academic and public libraries. The report displays salaries in libraries grouped into five type-and-size



Dave Granlund, *Middlesex News,* Framingham, Mass.

Rank order of library position titles by mean of salaries paid

Title	'88 Salary	'86 Salary	Difference Amt	Difference %
Director	40,076	36,153	3,923	11
Deputy/Associate/Assistant Director	35,249	31,511	3,738	12
Collection Development Librarian Subject Bibliographer	29,392	26,983	2,409	10
Department Head/Branch Head	29,318	26,347	2,971	11
Reference/Information Librarian	25,830	23,201	2,629	11
Cataloger and/or Classifier	25,284	23,245	2,039	9
Children's and/or Young Adult Services Librarian	22,576	20,736	1,840	9

Source: *ALA Survey of Librarian Salaries, 1988*

categories (public libraries serving populations of from 25,000 to 99,999; public libraries serving populations of 100,000 or more; 2-year colleges; 4-year colleges; and universities) and in four geographic regions (North Atlantic, Great Lakes and Plains, Southeast, and West and Southwest.

The 1988 report differs from earlier surveys in that it provides more information about salaries actually paid for the seven key positions shown in the table, as well as for Beginning Librarian. However, the 1988 survey did not request information about *scheduled* salaries for those positions, or any information about six other positions for which the number of cases reported was low in previous years.

For the seven positions covered, the 1988 report shows the first quartile, median, and third quartile for salaries paid in each category of library and in each region, in addition to the mean and range (low and high).

In using percentiles, the ALA salary survey now follows a practice common to salary surveys in related fields.

An 86% response

The survey questionnaire was mailed to 1,314 randomly selected libraries in February 1988, and usable responses were received from 1,133 libraries, 86% of those selected. The results are presented in eight sets of tables—one table for each category of library, plus a summary table.

In the table shown here, the seven positions are listed in rank order by mean of salaries paid in 1988. The table also shows the dollar amount of change from 1986 to 1988, and the percent of change over the two years.

The percentage increase over the two years is comparable to other occupations. In the April 1987 and 1988 issues of *Monthly Labor Review*, the U.S. Bureau of Labor Statistics reported that civilian workers (i.e., in private industry and state and local government, but excluding farm, household, and federal government workers) received an average 3.5% increase in 1986 over the previous year and another 3.5% increase in 1987. White collar workers received an average increase of 4% in 1986 and 3.9% in 1987.

Library type and region

The highest salary mean for Director and Deputy/Associate/Assistant Director is found in university libraries; the lowest is in four-year colleges. For the other four common positions, the mean is highest in 2-year colleges and second highest in universities—except for Cataloger and/or Classifier, for which the mean is lowest in 4-year colleges. For the position found only in public libraries—Children's and/or Young Adult Services Librarian—the mean of salaries paid is higher in large public libraries. In most cases, salaries are highest in the West and Southwest and second highest in the North Atlantic. For most positions, the lowest salaries are in the Southeast.

Although the table shown here provides average salaries paid for each of the seven positions, the job seeker or the library administrator would need more information in considering the salary for a particular position. Both would want to know the salary range for a position in a particular type of library or in a particular geographic area. The *ALA Survey of Librarian Salaries* provides this information.

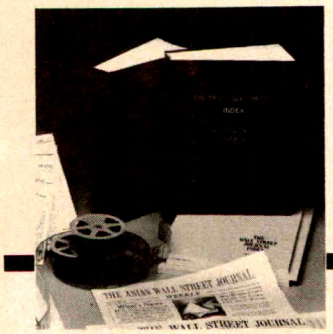
In addition to data about salaries, the report includes an annotated list of "Salary Surveys Providing Information on Library Workers," the text of all ALA policies relating to salary issues, and a "Selected Bibliography on Compensation and Employee Benefits." □

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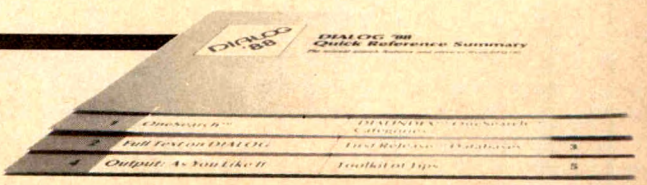
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Ask a professional: How to serve immigrants

The library as a port of entry

Library professionals get professional advice on helping new citizens discover U.S.-style service

by Tamiye Fujibayashi Trejo and Mary Kaye

MANY IMMIGRANT FAMilies settling in the urban United States come from countries where access to written materials is limited. The newcomers cannot conceive of a service that offers them seemingly unlimited supplies of books. An increasingly diverse group, today's immigrants speak dozens of languages. In Chicago, high schoolers using the central library and its branches speak 96 distinct languages.

One of the most exciting challenges for public libraries is to be a port of entry for these new service populations. At the Chicago Public Library, staffers recently took up that challenge by participating in a $136,970 LSCA-funded Year of the New Reader program. Targeting the specific service needs of Chicago's new Asian, Hispanic, Middle Eastern, and Polish residents, the program concluded in June.

Among the outreach lessons learned by some 90 CPL librarians were those taught by six bilingual professionals—representing Colombian, Iraqi, Greek, Polish, Korean, and Vietnamese cultures—in an intercultural workshop early in the program.

Each speaker's message was direct: Books are precious to my people, so tell them of the wealth you are holding in your buildings. They are hungry for information and knowledge of their heritage; show them how to use the books and materials you have collected. Teach them to be your regular patrons.

Understand their timidity; their ignorance of your system; their reticence toward public institutions; and their awe.

Tamiye Fujibayashi Trejo is Northeast District chief for the Chicago Public Library and served as Year of the New Reader project director. **Mary Kaye** was Year of the New Reader project coordinator.

Recognize diversity

"It is time to stop categorizing all Latins. First, see their individuality and then begin to create services for them," pleaded Lia Londono, a Chicago college librarian and native of Medellín, Colombia.

To an unaware library program planner, Hispanics may "look" the same statistically, Londono said. Yet each Latin American country has its unique cultural aspects. Mexican traditions differ from Central American ones, which differ from Andean norms. Jamaicans have a different perspective than Bolivians.

Londono urged librarians to learn about those differences before planning programs for Hispanics. Communicating in Spanish to a timorous, first-time Latin American patron is not enough, she said. Learn about their individual needs by knowing their separate cultures and what prompted the departure from their native lands.

She reminded the group that 45 political units make up the Latin American population, which comes from such different environments as Caribbean waters, Southern hemisphere mountains, and teeming border towns. What little Hispanics share culturally with each other includes their Iberian background, a five-century affiliation with the literature carried west by the conquistadors, and limited access to books and information in their homelands. Most had not known the luxury of having space in which to browse, sit, meet, study, enjoy. "Latin countries have more library patrons than they will ever have seats and tables for," Londono lamented.



Don't stereotype

Representing Middle Eastern newcomers was Basima Bezirgan, originally from Baghdad, Iraq, and currently Middle East cataloger and Arabic specialist at the University of Chicago Library.

She warned librarians not to prejudge Arabs "because they don't use our alphabet or speak our language, or because they do not know our system or our technology."

"They will hesitate to ask you for your time. They may be afraid that you, a high official in their estimation, will treat them like ignorant peasants."

She reminded CPL participants how the rise of Islam in 622 led to the first Arabic-language libraries, kept in mosques. Created to house growing collections of religious writings, they had expanded to include secular works and Arabic translations of the Greek philosophers by the ninth century.

"The libraries in the Middle East, especially Cairo, Damascus, and Tunis, are rich with treasures. They are centers of research, holding illuminated manuscripts, holy books, Aristotle and Plato translated into Arabic." But, Bezirgan explained, "throughout this long tradition, libraries have remained restricted and inaccessible.

"What Arabs need is a hand to guide them through our library system. Encourage them to browse, to look around, to ask questions. Tell them you have books in Arabic. They need to hear that."

Share the wealth

How do Greek newcomers fare in U.S. libraries? Also not well, according to Pamela Nickolson, a second-generation Greek-American who teaches English as a second language in the Lakeview Learning Center, a Chicago City College satellite school.

Nickolson portrays Greek library service as a "look-but-don't-touch experience" typified by closed stacks from which very little circulates.

According to Nickolson, the most appealing libraries in Greece are either private—with impressive collections of ancient manuscripts—or connected to universities and accessible only by faculty and students. Because many libraries are highly specialized and do not even share resources with each other, a reader in search of a work could end up on a comprehensive tour of the country. Greek library staffs can advise and direct the searcher, but can do little to procure the books.

"How different here," Nickolson noted. "What a joy for a people who have such a tradition in intellectual thought, who cherish education, to whom reading is part of their heritage. How they should welcome an institution that offers them books and materials to take home and programs to enjoy inside the library."

Nickolson asked that librarians invite Greek immigrants into the stacks to select their favorite titles, since "taking books home is *the* unique experience" for them as public library users.

Emphasizing the destruction of Polish cities and libraries during World War II, Dana Sved pleaded with the group to bring her people into their neighborhood libraries. Sved manages CPL's Mount Greenwood branch.

The Poles' great respect for the written word over a 500-year span has kept their culture and spirit alive in spite of a history of warfare and occupations, Sved noted. Because of this heritage, owning books has become paramount to Polish immigrants.



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أفلام	Film - Movies
أفلام	Movies - Film
انكليزية	English Where can I find a program to learn

Left: Workshop attendees. Below: Arabic passage from CPL's six-language* Foreign Phrase Finder. *Librarians and patrons can "talk" by pointing to needed phrases.

Even in modest Polish homes, impressive private libraries dominate the rooms. But book buying is expensive, and Sved urged the participants to expose new Polish patrons to the Polish-language books available to them on public library shelves.

"But first," she advised, "help them overcome their shyness. They will hesitate to ask you for your time. They may be afraid that you, a high official in their estimation, will treat them like ignorant peasants.

"They will be amazed that you are concerned, that you would take such time to connect them with the books they crave," she said.

Sved asked librarians to remember that Polish immigrants need help with English, which is fast and difficult. They also need to belong to the library, she said. Describing Poles in the U.S. as lonely and vulnerable, Sved suggested that Polish immigrants lose confidence in the strange new setting.

Sved believes that Polish people hope for a miracle when they enter a library. "Be that miracle," she asked.

Strengthen links

Life in the U.S. is a shock to Korean newcomers, confided Chung-Sook Kim, who came here from Korea as a graduate student and who now heads CPL's Albany Park branch.

For Korean immigrants, cultural norms vanish in the U.S. Even body language differs drastically, bearing no resemblance to meaningful gestures back home. Feeding the culture shock are feelings of anxiety, fear, anger, frustration, and homesickness, said Kim.

Despite the shock, Korean immigrants hold onto their trust in education to fulfill the dreams they brought with them: a good job, career advancement, camaraderie with colleagues.

"Our libraries can help," advised Kim. Unlike Korean libraries, which she described as vast study halls, U.S. public libraries are information resources that can help newcomers adjust to and succeed in their new environment.

For Korean immigrants, cultural norms vanish in the U.S. Even body language differs drastically, bearing no resemblance to meaningful gestures back home.

Specifically, Kim pointed out, our libraries can support Korean children in their new schools with supplementary classes and easy-access materials. "All Koreans have great concern for their children's education," Kim said.

"All Koreans also love to read and to own books," she continued. But Korean immigrants are more comfortable browsing in a bookstore, buying a book that catches their interest, than in a public library. Her advice: Put new Korean residents in the middle of our great collections and invite them to borrow titles free of charge. Give them generous personal attention to overcome their fear that they are bothering you. How many more books they will read if they use them without charge.

"We have even more in common with each other than a love of books," Kim affirmed to attendees. Paraphrasing from *The Heart Is Half a Prophet*, she reminded the group that, while we may be different in color, design, brush strokes, form, image, or shade, the differences fade depending on where we stand and on how hard we work to see what we are made of.

Value-added consolations

According to Zung Nguyen, a Saigon expatriate who is a social service case worker for the Vietnamese Association of Illinois, the Chicago Public Library is a "great consolation" and its growing collection of Vietnamese-language books is "a great contribution" to the lives of Vietnamese immigrants.

Characterizing Vietnam as a strong, proud country with a 4,000-year history of struggle for survival, Nguyen told librarians of his people's oral storytelling tradition. He said that the "papers" of Vietnam were few and kept in the courts of the kings. With the French colonials came the concept of documents and of libraries.

Back home, Nguyen explained, students used the French-inspired libraries as study halls, a place of peace and comfort away from their crowded multigenerational homes. In them Vietnamese patrons could find research books or meet with friends to discuss problems and accomplishments.

Sharing their view of the public library system as a great link between the old life and the new for their relocated peoples, the speakers all defined the public library as a refuge for newcomers. To attract the newly arrived inside, librarians heard, they needed only to understand their newest clientele's timidity in and fear of public institutions, and their unfamiliarity with and awe of library collections. □

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Cover story:

Recruitment campaign features "tease" heads, real librarians

ALA has launched a new campaign to recruit good candidates into library/information science careers. Developed by the Office for Library Personnel Resources and the Public Information Office, the campaign advises, "The Future is Information. Take Charge of the Future." To deliver its message, it uses amusing headlines and mini-profiles of six outstanding librarians who chose their careers in recent years.

Campaign materials, available separately or in a kit, include three posters with come-on headlines captioning actual library degrees. The poster shown here features Mary Case, head of the Serials Dept. at Northwestern University libraries and a graduate of the University of Michigan.

For Wayne Crocker, director of the Petersburg (Va.) Public Library and an Atlanta University graduate, the headline reads, "After Wayne Got One of These, He Was Given Half a Million Dollars." The smaller print reveals that the money is Wayne's (ample) library budget.

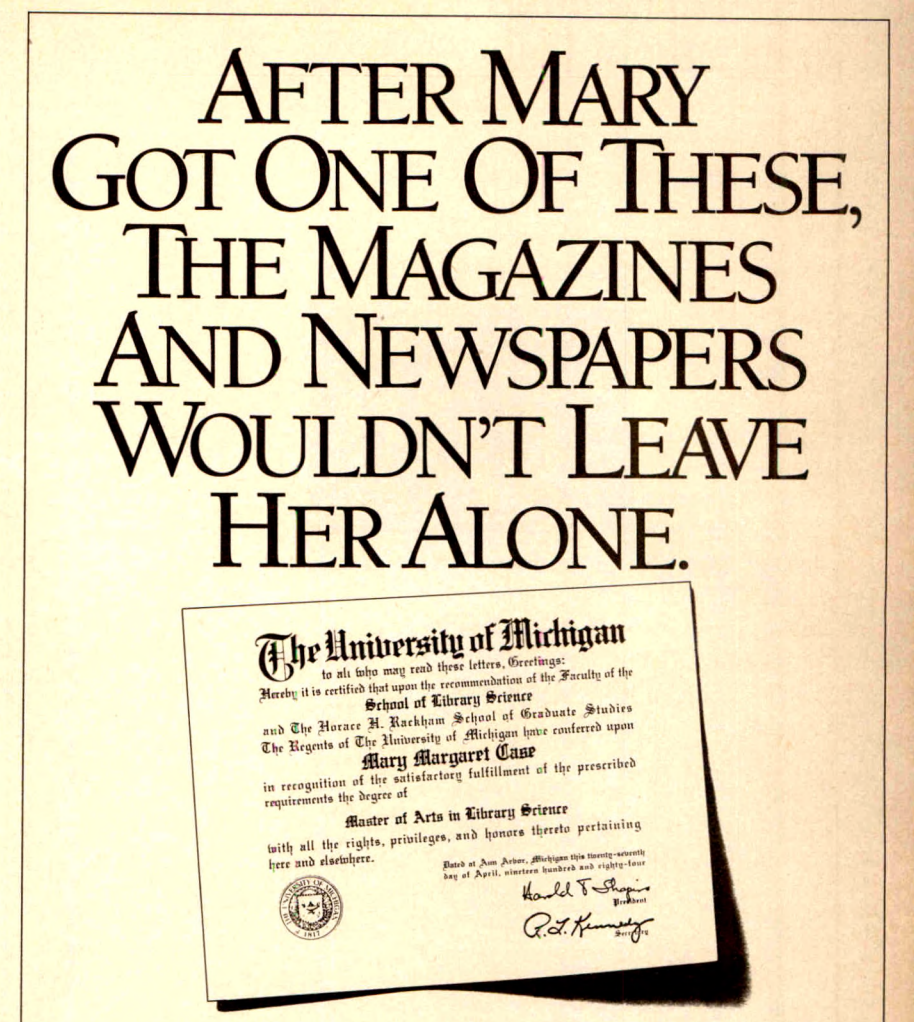
A poster featuring Steve Herb, coordinator of children's services at the Dauphin County (Pa.) Library System and a graduate of Clarion State, reads, "After Steve Got One of These, He Became the Star of a Popular Children's Program."

In a 16-page brochure to be used in the campaign, the careers of these three librarians are profiled, as are the career stories of three more professionals: Carol Cribbett-Bell, librarian, Carrillo Magnet School, Tucson; Robert Newlen, head, U.S. Senate Reference Center, Library of Congress; and Margaret Guerrero, literacy coordinator, Palm Springs (Calif.) Public Library. The brochure also describes library/information science careers in general. Martin Williams Advertising of Minneapolis created the campaign concept.

ALA has targeted the materials to college placement centers and career counselors, as well as individuals. Librarians are encouraged to use the items for career days and public distribution in libraries and schools.

To order:

To order a recruitment kit (ISBN 0-8389-7278-0), consisting of three posters, 50 brochures, and two ad mats, send $12 (prepaid) to: Recruitment Kit, Office for Library Personnel Resources, ALA, 50 E. Huron St., Chicago, IL 60611. Order individual items, prepaid, from the same address. A set of three posters (ISBN 0-8389-7279-9) is $3. Ad mats are $2 for two pages. Brochures (ISBN 0-8389-7280-2) are $9 for 50. Single brochures are free.

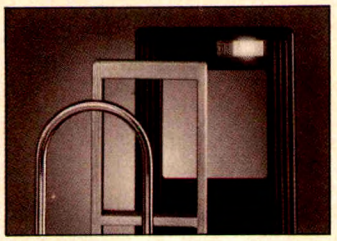




Elements of one campaign ad, featuring Mary Case.

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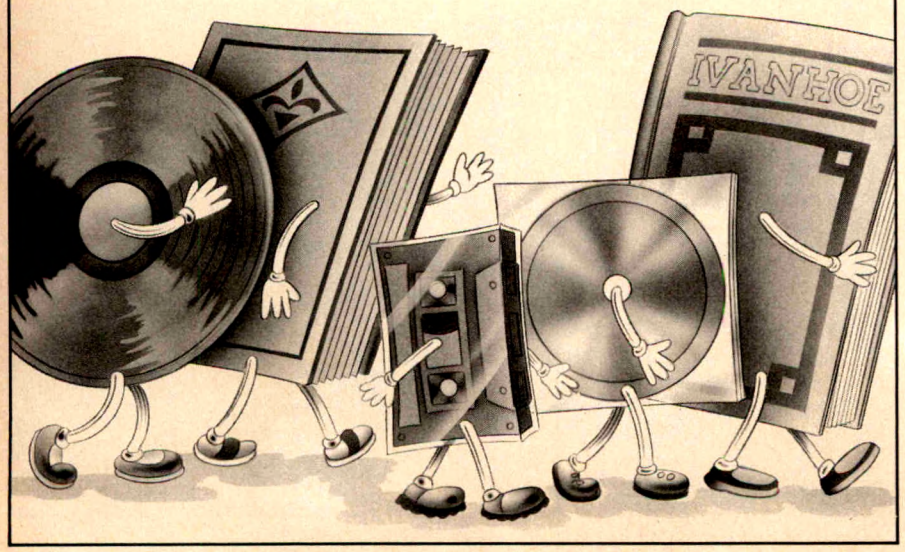
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ALA and you

ALA gets $295K from USIA to send more fellows abroad

ALA will continue to recruit, hire, and monitor personnel for overseas assignments in the Library/Book Fellows Program thanks to a $295,410 grant from the U.S. Information Agency (USIA).

The two-year-old program places U.S. library and publishing professionals in working situations overseas for terms of several months to a year. USIA solicits proposals from overseas host institutions, and ALA secures the personnel. Funding is provided for five full-year and three six-month fellowships.

The second class of recruits recently departed for posts in North Yemen, Uganda, France, Egypt, Venezuela, Malawi, Thailand, Argentina, Sweden, and Liberia. Assignments run the range of library work. Fellows are currently helping to organize a new national law library, compile bilingual lists of Arabic translations of U.S. books, teach cataloging and classification, oversee a retrospective conversion project, develop a popular libraries network, design an information management graduate curriculum, and build library skills among youngsters.

Overseas institutions first contact officers at the local U.S. embassy to define the project and its needs. The proposal deadline is Dec. 2. ALA will define the positions and announce them in early 1989. Interviews are in May, and placement in September.

For information contact Robert P. Doyle, Director, Library/Book Fellows Program, ALA, 50 E. Huron St., Chicago, IL 60611 (800-545-2433; Illinois, 800-545-2444).

Reader's Digest revs up Library Card campaign

Thanks to $135,000 from the Reader's Digest Foundation, the ALA/NCLIS National Library Card Sign-up Campaign will reach hundreds of thousands of young adults in its second phase.

The grant is the second from the foundation (1987: $85,000) and will pay for a new broadcast spot aimed at teenagers. In July, 116,000 public school librarians received a campaign Tip Sheet funded by the grant. Phase Two materials—banners, posters, pins, etc.—encourage library use by older children and teens. For information, contact ALA/PIO, 50 E. Huron St., Chicago IL 60611. At the close of the 1989 Year of the Young Reader, schools will be asked to file reports on the campaign's success.

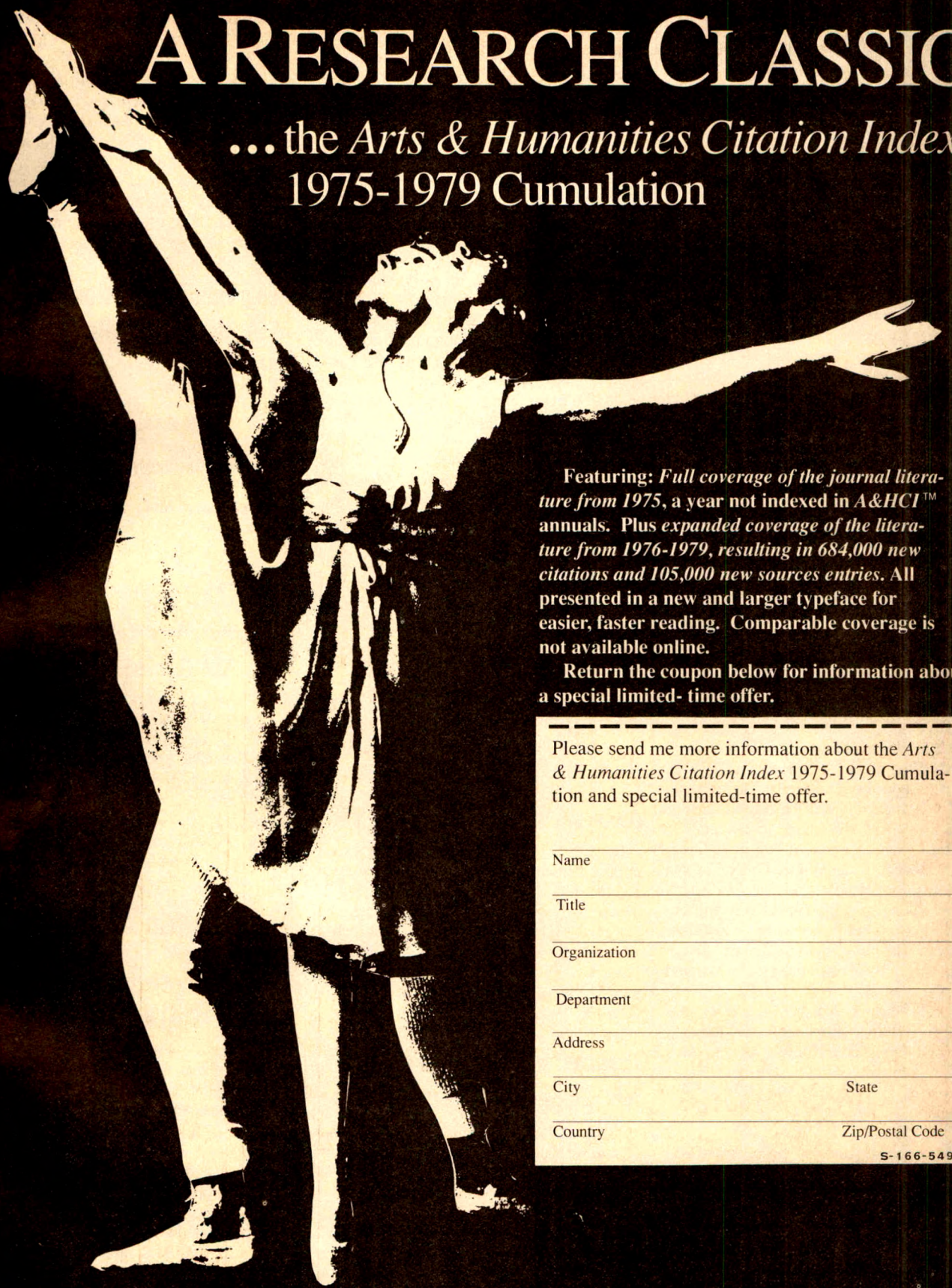
Local doings

Special campaign activities took place across the country in September. Among them:

Utah Gov. Norman H. Bangerter proclaimed a statewide "Library Card Sign-Up Month";

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Brooklyn (N.Y.) Borough President Howard Golden issued a similar decree;

And the New Orleans Public Library joined the observance by setting up booths in malls, sending representatives to PTA meetings, and running television PSAs.

Put a librarian in the media and win $1,000 in new contest

The best stories about librarians appearing in local media in 1989 will win prizes in a contest sponsored by the ALA Public Information Office and *American Libraries*. Tying in to the National Library Week theme of "Ask a Professional: Ask Your Librarian," the contest asks libraries to place news or feature stories in local media (excluding special-interest publications in the professions). Entries should add to the public's understanding of who librarians are and what they do, portraying the attractive aspects of library careers.

Grand prize, for quality and consistency of coverage during the year, is $1,000. Fifteen smaller prizes are also offered. For an entry form, see *AL*, July/Aug., p. 267, or send an SASE to Librarians in the Media Contest, ALA/PIO, 50 E. Huron St., Chicago, IL 60611.

Heim edits *Public Libraries*

Kathleen Heim, dean of the Louisiana State University library school, has been named editor of *Public Libraries*, the Public Library Association quarterly. Heim began work in August and will be responsible for editing the journal beginning in January.

Heim served as editor of *RQ* in 1982–88. PLA Publications Committee Chair Carolyn Anthony said, "Heim's experience in division journal editing and the enthusiasm and energy she'll bring will be a great asset to *Public Libraries*." Heim will oversee changes to update the journal's appearance and format and expand it from four to six issues a year.

Kenneth Shearer, North Carolina Central University library school professor, resigned as *Public Libraries* editor in July after 10 years of volunteer service.

Lyders to edit *JOYS*

Josette Anne Lyders has been named editor of the *Journal of Youth Services in Libraries* for three years beginning with the Winter 1989 issue. The journal comes with membership in ALA's Association for Library Service to Children and Young Adult Services Division. On the faculty of the Univ. of Houston/Clear Lake, Lyders holds a doctorate in library administration from Simmons College and has had a distinguished career as school librarian, consultant, and educator. Her many ALA activities include a term on Council.

Leonard Kniffel of Detroit PL joins *AL* as associate editor

In 1987 the staff of the Detroit Public Library voted Librarian III Leonard Kniffel the coveted Staff Memorial & Fellowship Award, recognizing his 17 years of distinguished service there. With that library experience, plus an impressive portfolio of published work on library-related topics, Kniffel joined the *American Libraries* staff Oct. 10 as associate editor, filling the post from which Lois Pearson retired in September.

Kniffel holds two graduate degrees from Wayne State University. He earned the MLS in 1975, and an MA in English in 1972. His undergraduate study was at Oakland University in Rochester, Mich. In addition to a decade of reference work in language and literature, Kniffel's experience at DPL included programming, collection development, business services, and staff management.

In addition to publications of the library and the Poetry Resource Center of Michigan, which he co-founded, Kniffel produced articles and reviews for *Small Press*, *American Heritage*, *Library Journal*, and the major Detroit newspapers and magazines. A small-press publisher himself, he received National Endowment for the Arts grants among other honors and awards.

"Leonard was our clear choice from some 150 candidates," *AL* Editor Art Plotnik said in announcing the appointment. "He's a knowledgeable, dedicated librarian who writes better than many full-time journalists. We consider him good news for the magazine and its readers."

Awareness award bumped $1K

State library and state school media associations affiliated with ALA can now win $2,000 for outstanding statewide public awareness campaigns. Grolier Educational Corporation has doubled the award, which is administered by the ALA National Library Week Committee. For info and guidelines, write ALA/PIO, 50 E. Huron St., Chicago, IL 60611.

Register by Dec. 1 for NAL Open House tours

Tours and demonstrations at the National Agricultural Library, Beltsville, Md., have been arranged for attendees at the ALA Midwinter Meeting in Washington, D.C. The Open Houses are scheduled for Jan. 6, 9 a.m.–2:30 p.m., and the same hours Jan. 11. The sponsors, NAL and the agricultural libraries network, offer free bus transportation from the Sheraton Washington Hotel. Registration is free and includes lunch and transportation, and the deadline is Dec. 1. Contact NAL, Special Services Br., Rm. 1402, 10301 Baltimore Blvd., Beltsville, MD 20705. (tel: 301-344-3875).

Special Midwinter fares

ALA's official travel agency offers discounted fares and $150,000 free travel insurance for Midwinter Meeting travelers. For 40% off coach fare or 5% off the lowest available fares on United and American Airlines, book flights through T.V. World Travel Service at 800-826-9682 (Illinois 312-899-1112), Monday through Friday, 9 a.m.–5 p.m. CST, and ask for ALA group reservations. Discounts are also available for Midway Airlines flights. The usual rules and limitations apply for all discounted flights.

Reservations due Nov. 30 for ALTA Midwinter dinner

The National Press Club in Washington, D.C., is the setting for an American Library Trustee Association dinner, Jan. 6, during ALA's Midwinter Meeting. Eric Sevareid described the club as "the only hallowed place I know that's absolutely bursting with irreverence."

Reservations, which are required, are available until Nov. 30. Tickets are $60, payable to the ALTA Special Fund, from John Parsons, Box 2013-N, 3701 S. George Mason Dr., Falls Church, VA 22041. Include an SASE.

ALA Graphics—our bag!

Mailed copies of this month's *American Libraries* include a free ALA Graphics Catalog, sealed with the magazine in a special plastic "polybag." The Fall-Winter catalog highlights ALA's colorful promotional materials for everyday use and for National Library Week, Library Card Sign-Up, and other ongoing campaigns. If the "cat" somehow got out of your bag, contact ALA's Public Information Office for another free copy.

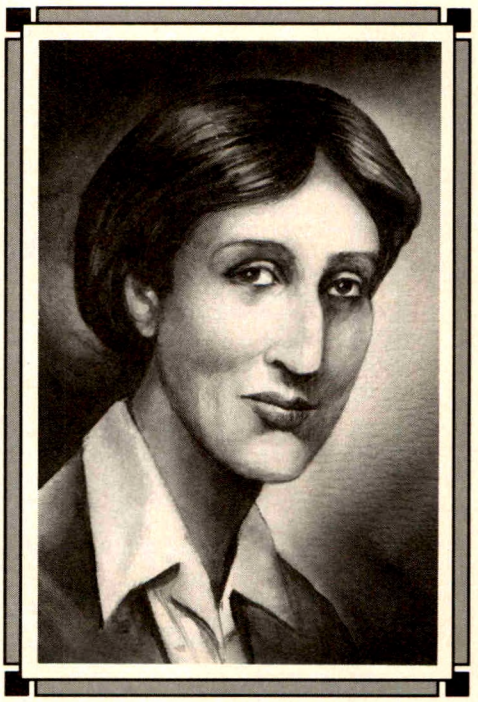
Online audiovisual catalogers to meet at ALA Midwinter

Emerging from ALA's Annual Conference some 600 strong, the Online Audiovisual Catalogers, Inc. (OLAC) is a non-ALA group working with ALA committees and planning a number of activities of interest to ALA tech services units. With a meeting scheduled in Los Angeles early this month and three sessions planned for ALA Midwinter, OLAC is moving forward on an AACR2-based manual for descriptive cataloging of locally produced AV materials, and a consensus on guidelines for physical processing of the materials.

ALA member Verna Urbanski of the Univ. of N. Florida library is preparing the manual. The group meets 8–10 p.m., Fri.–Sun. at ALA Midwinter.

—From a report by Sarah Rouse

This woman revolutionized fiction.



When Virginia Woolf experimented with new forms of fiction, she changed the way many authors approach the novel.

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ALA offers links between libraries and PBS

Public television is showing increasing interest in libraries, and librarians are responding with enthusiasm.

This fall ALA and PBS teamed up on a major mailing to 16,000 public and college librarians. The packet included advance information on the fall PBS line-up, with special posters and a librarian's guide to the major new series, *The Mind*.

The nine-part *Mind* series uses state-of-the-art computer graphics, photography, and human-interest stories to examine the nature of the mind and the links between the brain and behavior. *The Mind* premiered Oct. 12 and features programs on addiction, aging, thinking, and the violent mind. Coming up this month: "The Good News About Depression."

A newsletter on PBS & libraries

ALA has been producing and mailing free materials on PBS specials to libraries for the last few years. Now, the service is enhanced by the introduction of a newsletter, *PBS/Library Pipeline*. The first issue, mailed in late August, offers an interview with PBS Communications Director (and former ALA staffer) Mary Jane McKinven, who makes a strong case for local libraries and PBS stations working together.

These ALA/PBS projects are funded by PBS and producer stations such as WNET/New York, WGBH/Boston, and their corporate underwriters. The producers, intent on building an audience for "intelligent television," see library circulation of video as a valuable extension of broadcast programs.

With early enthusiastic response to the first issue of *PBS/Library Pipeline*, PBS has signed on for more. ALA's Communications Department is working on a November mailing for the winter/spring PBS season that will include special materials on two new series funded by the Annenberg/CPB Project—"War and Peace in the Nuclear Age" and "Ethics in America." Both series begin airing in January 1989.

Libraries that did not receive the first newsletter and wish to be added to the November mailing should send a note, with address, to Peggy Barber, ALA Communications Dept., 50 E. Huron St., Chicago, IL 60611.


PBS/LIBRARY PIPELINE

PBS Fall '88

This newsletter is ...we hope it will first of many. Its to give you—publ college librarian advance inform about the upcor season on the F Broadcasting S

As you may have n been working with p producers to provide you about PBS prog the past few years v packages on series *Africans* and *Voic* that 62 percent of circulating video, it is ... important to keep you informed about what's being broadcast on PBS and how this "intelligent television" will be distributed on videocassette. We get discouraged, though, because each one of our mailings generates more than a few letters of complaint. You want to know why we don't send the information sooner. We wish we could!

What better way to launch this newsletter than with a general discussion of PBS and how it works? Mary Jane McKinven, director of corporate information at PBS, is a former "American Libraries" staff editor who hasn't lost her fondness for libraries. She's a great person to answer our basic questions.

Q. How does the Public Broadcasting Service (PBS) work?

A. PBS is actually a membership organization, supported by the dues of public television stations across the country. It's a grassroots-up system, the inverse of the commercial network model. PBS offers programming and other services to its member stations and operates the national satellite system that links them together. PBS itself doesn't produce programs; instead, we acquire them from public television stations, independent producers, and overseas.

The phrase "public television" encompasses all of the system—PBS, the stations, and other organizations. In more than 20 years, public television has grown from a small band of educational stations to become a well-loved institution in American life. It survives thanks to a 50/50 blend of public and private support. Viewers are now our single largest source of funding, followed by state governments, corporations, and the federal government.

Librarians and library users are sure to be pleased with this season's fall lineup on PBS. Just a few of the special programs scheduled include an exploration of the fascinating world of modern surgery with *Nova*, in-depth studies of the Presidential campaign, and a walk through the history of the United States from fresh viewpoints in *The American Experience*.

Dates given below are national airdates, but broadcast schedules may vary from city to city; please check with your local public television station(s) to find out when programs will air in your community.

LEADING THE FALL SEASON...
The American Experience (Oct. 24, 25, 26, 27) hosted by David McCullough, is a series of individually produced films that tell stories of Americans who ... insight into events of the ...

...lic television ... twice as likely to have ... out of the library in the past month than nonpublic television viewers! Public TV viewers are also more likely to list "reading" as among their hobbies.

There's no question that many PBS programs spur people to read more. This season, the companion book to the Bill Moyers series, *Joseph Campbell and the Power of Myth*, climbed to the "New York Times" best-seller list. One bookstore in Colorado has reportedly backordered 2,400 copies!

...em, drinking, drug use, and ... school setting. This ... feature 16 all-new ... December.

...ms—NOW

...ial effort ...ilable ...deo

...and/or supp... to suit local needs. PBS ... about two-thirds of the programming on public television; the rest may be locally produced or acquired from other sources. Therefore you should consult with your local station for accurate schedule information about what will be broadcast in your community. On average, stations release their own schedules about four to six weeks before the month of air.

continued on page 5

Newsletter linking libraries and PBS premiered in August.

ala help exchange

• The Committee on Accreditation seeks applicants for teams making site visits to library schools as part of the accreditation process. Participants are required to attend a one-day training session, attend the Annual Conference and Midwinter Meeting immediately before and after a site visit, and make at least one five-day site visit every two years.

COA particularly needs ethnic minority members, experts in technical services, youth services, information science, and current public, school, and special librarians.

Contact June Lester, Accreditation Officer, ALA.

• A call for papers on "The Library and Expert Systems" has been issued by the Reference and Adult Services Division Machine-Assisted Reference Section (RASD MARS) Conference Planning Committee for a program to be held 9 a.m.–noon, Sunday, June 25, at the Annual Conference in Dallas. A keynote speaker presenting an overview of the technology will be followed by three or four 20-minute presentations on specific systems or particular library applications.

Proposals for papers, due Nov. 30, must include a letter of intent, a 300-word abstract, and equipment needs. Address Anita Evans, Murphy Library, U. of Wisconsin/La Crosse, 1631 Pine St., La Crosse, WI 54601. Presenters will be notified following Midwinter Meeting and will be required to submit a full paper by May 1 with the possibility of publication after the conference.

ala unit offerings

Three new publications available from the American Library Trustee Association at ALA/ALTA, 50 E. Huron, Chicago IL 60611:

Library Boards—Who Are They and How Do They Get There? A Survey, by Mary Arney. $3 (0-8389-7236-5).

Major Duties, Functions and Responsibilities of Public Library Trustees, edited by Jeanne Davies. $2.50 (0-8389-7237-3).

A Questionnaire to Evaluate Your Library and Library Board, by the ALTA Publications Committee. $4.25 (0-8389-7235-7).

Non-Tax Sources of Revenue for Public Libraries, by Mary Jo Lynch. Results of a fall survey of a broad sampling of public libraries. Covers user charges, fines, contracts, and sales. Produced by the ALA Office for Research with grant funding from the H.W. Wilson Foundation. $3 from ALA Publishing Services Order Dept., 50 E. Huron, Chicago, IL 60611 (0-8389-7253-5).

Directory of Union Lists of Serials, 2nd ed., produced by the Committee on Union Lists of Serials of the ALA Resources and Technical Services Division Serials Section. In *Serials Review* (14:1/2, double issue) May 1988. $34 from Pierian Press, POB 1808, Ann Arbor, MI 48106.

Graduate Library Education Programs Accredited by the American Library Association, October 1988 issue. Semiannual listings in a handy brochure. Single copies free with a No. 10 SASE, from: Accredited List, ALA Committee on Accreditation, 50 E. Huron, Chicago, IL 60611.

"Latchkey Children" in the Public Library, by the Public Library Association (PLA) and the Association for Library Service to Children (ALSC). 60 pages, $16 to PLA or ALSC members, $18 to ALA members, $20 to others, from Order Dept., ALA (0-8389-7263-21).

Public Library Data Statistical Report 1988, by the Public Library Association. 95p., $24 to PLA members, $27 to ALA members, $30 to others from Order Dept., ALA (0-8389-7234-9).

Bibliography of Technical Standards for Paper and Paper-Based Materials, by Connie Brooks, Resources and Technical Services Division (RTSD) Physical Quality of Library Materials Section. 12p., $4.35 to RTSD members, $4.85 to others, from RTSD Publications, ALA.

new ala pubs

The following new publications may be obtained from ALA Publishing Services, 50 E. Huron St, Chicago, IL 60611. Approval plan codes (AP:) are listed after the price. For further information, contact Ruth Ann Jones, Marketing Department.

At the Interview, produced by the Library Video Network and distributed exclusively by ALA Video. 20 minutes, VHS, Beta, 3/4 inch, $130 (0-8389-2088-8).

End-User Searching: Services and Providers, by Martin Kesselman and Sarah Watstein. 246p., $26, AP:ACEI (0-8389-0488-2). Distributed in Canada by the Canadian Library Association.

Information Broking: A New Career in Information Work (LA Pamphlet No. 41), by Marshall J. Crawford. 36p., $14, AP: Q (0-85365-718-1, ALA order code L718-1) Published by Library Association Publishing, Ltd., (U.K.) and distributed exclusively in the U.S. by ALA Publishing Services.

Information Systems: A Strategic Approach to Planning and Implementation, by Richard Kesner. 284p., $30, AP: A (0-8389-0493-9).

Online Search Services in the Academic Library: Planning, Management, and Operation, by Janice Sieburth. 352p. $30, AP: AI (0-8389-0490-4).

The Dynamic Community Library: Creative, Practical, and Inexpensive Ideas for Directors, by Beth Wheeler Fox. 154p. $17.50 AP: ABCD (0-8389-0496-3).

The Library Trustee: A Practical Guidebook, 4th ed., by Virginia Young. 248p. $25. AP: AC (0-8389-0495-5).

Video for Libraries: Special Interest Videos for Small and Medium-sized Public Libraries, by Sally Mason and James Scholtz. 176p. $14.50 AP: ABCD (0-8389-0498-X).

Worlds Within: Children's Fantasy from the Middle Ages to Today, Sheila A. Egoff. 352p. $32.50 AP: ACGI (0-8389-0494-7). □



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"Yassuh! I's the reference librarian!"

After years of service, a black librarian sees little progress toward race-neutral attitudes

by Patrick A. Hall

AT A SEMINAR HELD BY the midwestern public library where I was employed until recently, I attended a workshop dealing with the reference interview and general patron/staff rapport. The speaker outlined the familiar litany of reference interview do's and don'ts, and her comments served as a good refresher for those of us who work with the public day-to-day.

Reference librarians, the speaker emphasized, must be highly approachable, since we are usually the first staff members a patron encounters upon entering the library. Since librarians are generally viewed by the public as "bearers of knowledge and information," she continued, it is vital that our initial contact with the patron be a positive one.

I normally find most library staff seminars less than inspiring, but I came away from this program with strong but ambivalent feelings. On the one hand, I agreed with what the speaker had said; but as a black librarian, I have discovered my approachability and image as a "bearer of knowledge" are distorted by public perceptions. To be blunt, it has been my experience that the majority of patrons I serve see me first as a black man, and I can serve their information needs only after performing a great deal of placatory acrobatics to make them feel comfortable with me.

Racial climate unchanged

In my younger years, I believed that the racial climate of our country was improving; but time, coupled with a multitude of bad experiences, has taught me otherwise. As a black librarian, I am constantly placed in the precarious position of wanting to serve the public; however, time and again I am either directly or indirectly snubbed, patronized, or completely ignored by both patrons and my fellow staff members.

I am more than aware that serving the public can be hazardous, and that all of us must deal with occasional difficult patrons. Yet the difficulties that I and many other black librarians face have little to do with recalcitrant patrons and everything to do with the regressive racial ethos of the 1980s. In short, the problems that haunted America and led to racial unrest in the 1960s persist in varying degrees 25 years later in the nation's housing market, schools, and workplace.

Repeatedly, patrons will seek a white librarian to confirm the answers I have given them. . . .

Naive as it seems, when I first entered the professional workforce 14 years ago, first as a school teacher and later as a librarian, I truly believed that relations between blacks and whites were improving. I remember many knock-down arguments with my friends over how much the racial climate had indeed improved. What I failed to realize at the time was that although laws had been enacted to eliminate overt racial discrimination, they did very little to change historically conditioned attitudes. Simply stated, you cannot change the heart with a law.

Working as a public service librarian, I unfortunately get a daily dose of just how little attitudes have changed. These negative attitudes are now more subtle than overt, but they exist nonetheless. For example, a great part of my initial contact with the public is often spent just convincing them that I am indeed a reference librarian. Patrons then respond with the stuttered, patronizing refrain, "Well. . . well . . . maybe you might possibly know. . . ."

Many times in the past five years I have been directly asked by patrons whether or not I have a degree before they even ask their questions. Another reminder of the peculiar nature of my position lies in the area of credibility: Repeatedly, patrons will seek a white librarian to confirm the answers I have given them, even on very simple questions that someone who was "brain dead" could answer.

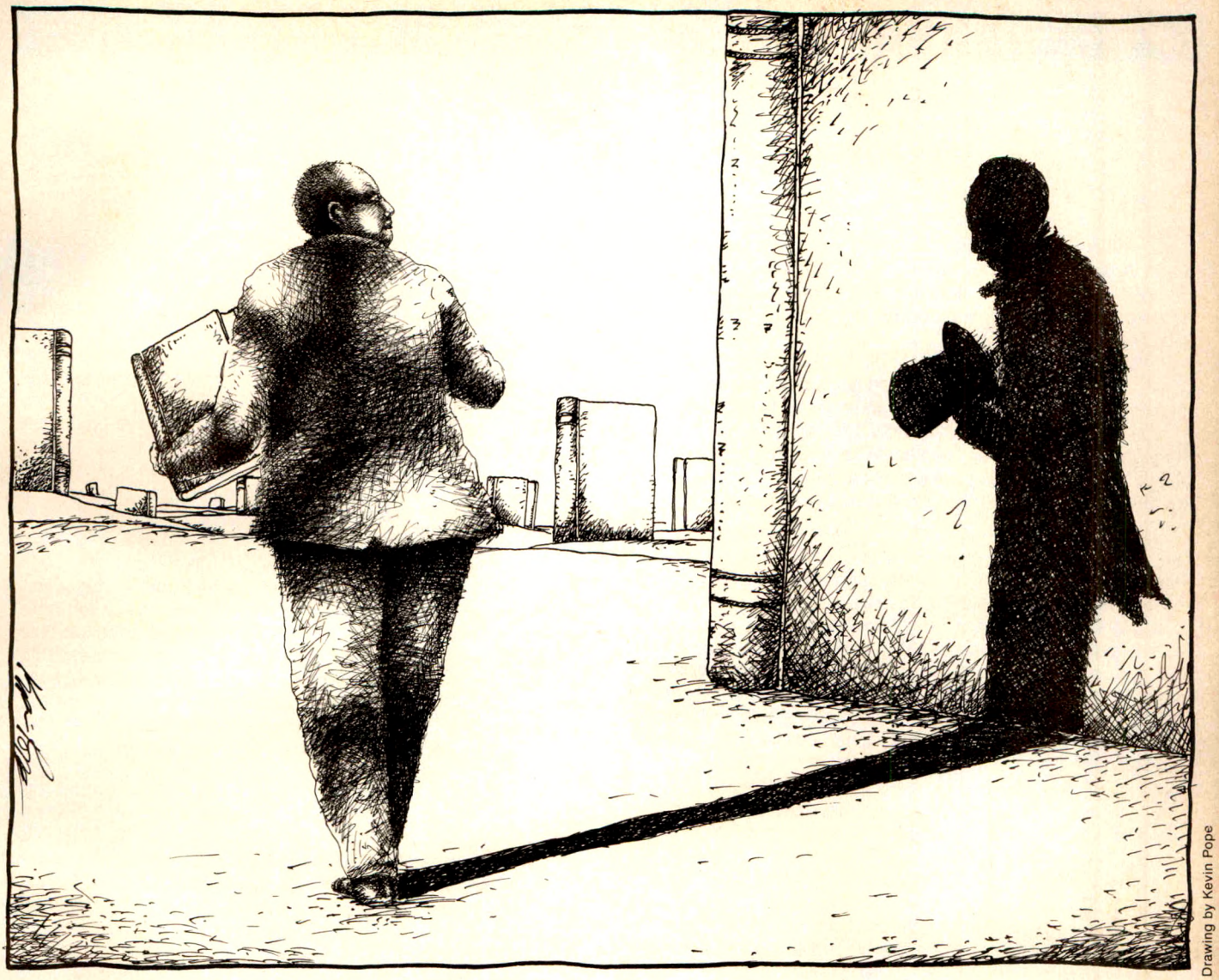
This is not to say that in their normal course of dealing with librarians, patrons don't occasionally wish a second opinion. An occasional occurrence is fine, but the blatant frequency with which this happens serves as a reminder that my role as a black librarian is subject to society's not-so-subtle biases about the intellectual capacity of blacks. I try not to be overly cynical, but at times I wonder if it would be more effective to answer a patron request with, "Yassuh! I's the reference librarian!"

More than "comfort levels"

In the current presidential campaign, we have often heard the phrase "increasing the voter's comfort level" applied to candidate Jesse Jackson. Unlike his white male counterparts, the overriding concern that attached itself to Jackson's campaign was whether he could increase his "comfort level" among the general voting populace. In other words, could Americans in the 1980s really vote a black man into the most powerful office in the world?

Subconsciously, most blacks, and any whites honest enough to admit it, know that the racial climate of America will not allow a "race-neutral" consideration of Jackson as a presidential candidate. Similarly, most black librarians and other minority professionals are trapped in the awkward position of trying to make people "comfortable" with them as professionals while reserving enough energy to perform their jobs well. In my personal experience,

Patrick A. Hall is the ethnic support services librarian at Evergreen State College in Olympia, Wash.



Drawing by Kevin Pope

"...the majority of patrons I serve see me first as a black man, and...my role as a black librarian is subject to society's not-so-subtle biases about the intellectual capacity of blacks."

attempting both these feats simultaneously can sometimes be more than overwhelming.

For example, the early 1980s found me working as a children's librarian in a small town in eastern Washington state. Although I had established good rapport with the children, I would inevitably find parents standing around during my story hours, visibly nervous about a black male being around white preschoolers. They were always surprised, even shocked, when they discovered that I was indeed the children's librarian. I would usually try to make them comfortable with me by chatting with them and showing them that I was, after all, just another human being.

But after so many years of standing on my head for people just to increase their comfort levels, I became emotionally drained. After such experiences, blacks in my position can't help but feel somewhat angry and resentful of white society in general. From a practical standpoint, I and most other black librarians enjoy our work, but the library establishments for which we work must be cognizant of the special situations minority librarians face in performing our duties—situations that are not faced by our white colleagues.

"Too sensitive..."

I tried to discuss these special situations with my supervisors on several occasions, but I was met with either "You're just being too sensitive, Pat" or "We all have to deal with difficult patrons." But they just didn't understand. If I sound angry, it's because I am.

Originally, I intended to write this article to outline positive actions library management could take to alleviate or at least address the problem. But after delving through library literature, which seems to have a current fixation with computer technology, I discovered there is little discussion of pertinent social issues in today's workplace. There was a time in the not-too-distant past when librarians took a more aggressive stance on racial issues. Now, more than ever, it is imperative that we not only address the racial problems faced by minority librarians, but that librarians as a group begin taking a more visible posture on social issues.

As an admirer of Martin Luther King, Jr., I would like to hold out hope for a racial metanoia that would transform the present deteriorating racial climate into one where constructive dialogue and attitudinal reshaping might take place. But the public's mind-set, which I sample daily as a librarian, tells me otherwise. □

action exchange

Fugitive files; videocassette shelving

Q. What libraries hold copies of the daily reports from Latin America issued by the Foreign Broadcast Information Service between 1964 and 1969? ***Frank Marotti, Jr., Instructor, Newton Gresham Library, Sam Houston State University, Huntsville, TX 77341.***

A. The University of Texas/Austin holds hard copies for some of those years, but the Library of Congress has the complete collection on microfilm. You can borrow three or four reels at a time through Interlibrary Loan; contact Robert Costenbader at 202-287-1858. From 1964–68 the title was *Latin American Daily Report;* in 1968 it was changed to *Latin America/West Europe Daily Report.* *ALA Washington Office.*

Q. What is the most secure and effective way to de-access library materials? Is it necessary to cross out side stamps? Does defacing a library bookplate make it less desirable to potential purchasers? What should one do upon finding in a bookstore a library book that shows no de-accession signs? ***Elizabeth Silvester, Collections Librarian, Humanities and Social Sciences Area Libraries, McGill University, 3459 McTavish St., Montreal, PQ, Canada, H3A 1Y1*** **(*AL*, April, p. 259).**

A. When withdrawing books, we mark out side stamps, remove labels and jacket, and stamp "Withdrawn from Round Rock Public Library" on the title page. We have no problem selling popular literature so marked. Used books are cheap (50 cents for a hardback, 25 cents for paperback). It is more important for us to know that a book had been withdrawn after it has been donated after purchase, which often happens. *Dale Ricklefs, Director, Round Rock Public Library, 216 E. Main St., Round Rock TX 78664.*

Q. Who knows where to obtain videocassette albums suitable for shelving that will contain double tapes in one unit? ***Lou B. Hewlett, Associate Director, Jackson-George Regional Library, 3214 Pascagoula Street, Pascagoula, MS 39567*** **(*AL*, May, p. 350).**

A. Both dual videocassette albums and audiocassette boxes may be ordered *in bulk* from Mike Berman, Blair Industries, Inc., 2000 N. Racine Avenue, Chicago, IL 60614, (312) 327-9200. *Susan M. Bartle, Youth Services Consultant, Livingston and Wyoming County Library Systems, 303 E. Main Street, Avon, NY 14414.*

A. We have found two sources for videocassette albums that hold two tapes in one unit. Prices vary based on the quantity ordered. Suppliers are JCC International Corporation, 1851 N. Floradale Avenue, South El Monte, CA 91733, (818) 350-9125, and Blackbourn Inc., 10150 Crosstown Circle, Eden Prairie, MN 55344, (800) 328-6369, (612) 944-7010 in Minnesota, (800) 231-5191 in California. *Judy Emmons, Media Librarian, Rochester Public Library, 11 First St. S.E., Rochester, MN 55904-3734.*

Q. What libraries use closed-access systems to circulate compact discs? How do patrons "browse" the available titles? How do you store the discs? ***Audrey Prendergast, Unit Supervisor, AV Services Unit, Regina Public Library, P.O. Box 2311, Regina, Saskatchewan, Canada S4P 3Z5*** **(*AL*, May, p. 350).**

A. The Liverpool Public Library uses plastic hang-up bags to circulate its collection of 350 compact discs. The bags contain a book pocket and pictures of the front and back covers of the compact disc attached to a heavy piece of cardboard. The bags are hung on a three-tier circular media rack (available from Highsmith), where they are arranged by categories such as opera, jazz, classical, and popular. The actual compact discs are kept behind the AV circulation desk in metal drawers designed for compact disc storage (also available from Highsmith). We produce a compact disc holdings list, updated monthly, that is available to the public. In addition, we place new compact discs in our weekly new record/cassette display in the audiovisual area of the library. *Susan W. Mills, Audiovisual Librarian, Liverpool Public Library, Tulip and Second Sts., Liverpool, NY 13088-4997.*

Q. The Area Reference Librarians of Phoenix, including public, university, and special librarians, would like information on the sharing or consolidation of fugitive question files by electronic, card file, notebook, or published format within a library or among libraries. ***Jared Llund, Reference Librarian, State of Arizona Department of Library, Archives and Public Records, Research Division, State Capitol, 1700 W. Washington, Phoenix, AZ 85007.*** **(*AL*, May, p. 350)**

A. We are presently putting our reference desk card file into the hard disk of an IBM PC-AT using AskSam Version 3.03 (Seaside Software, 119 S. Washington St., P.O. Box 31, Perry, FL 32347). AskSam is a text-based database management system with rapid retrieval on keyword searches. (See page 39 of the May 1986 *Wilson Library Bulletin* for a good description of the system's capabilities.) We have had problems with the system because the file is inaccessible when the Reference Desk computer is used for online searches. The software is difficult to use, and the file is too easy to alter by accident. A newer version of AskSam supports Hypertext and LANs. *James S. Koga, Coordinator, Online Reference Service, University Library, California State Polytechnic University/Pomona, P.O. Box 3088, Pomona, CA 91768.*

A. Our Government Documents Department has a card file of 3,200 information sources that have been used in the past to answer difficult questions. The cards or paper slips contain a subject or concept term, classification number, publication name, corporate author, year of publication, and notes. The file is at least 11 years old. We rarely remove slips except when we find a newer publication on the same topic. We try to anticipate questions by looking at new publications and books that come into both the documents and general collections and by making note cards about sources that could have answered a difficult question in the past or that could help in the future.

We are considering using the Pike's Peak (Colo.) Library District's community information file as a model for converting our file into a computerized database. The Pike's Peak system is described in *Program*, v. 19, no. 2 (April 1985) 79–82. *Thomas K. Lindsey, Documents Department, Texas Tech University Libraries, Lubbock, TX 79409-0002.*

Q. What small or medium-sized community college has used the Spine-Marking Method of weeding successfully? ***Christina Coolidge, Assistant Librarian, Mt. Wachussett Community College Library, 444 Green Street, Gardner, MA 01440*** **(*AL*, Sept., p. 728).**

A. We have a collection of 212,000 volumes. Using Avery dot labels, we marked the spines of titles added in the last five years (determined by accession number) and titles with a "shelf life" of less than 12 months in the last three years. We define shelf life as the length of time a book is on the shelf between two checkout periods. Dots applied to all new acquisitions helped identify titles we thought we wanted to keep. Volumes without dots required a definite decision. *Catherine Roberts, Cataloger, Berea College Library, Berea, KY 40404.*

Over to you

1. Have any medium-sized public libraries with a materials budget of about $100,000 used an automated acquisitions/fund accounting system that does not include electronic ordering? (N.Y.)

2. Have any libraries used CAD (Computer-Aided Design) programs for library space planning? Do you input the entire library floor plan? Have you found additional library uses for these software programs? (Calif.)

Please send replies to Action Exchange

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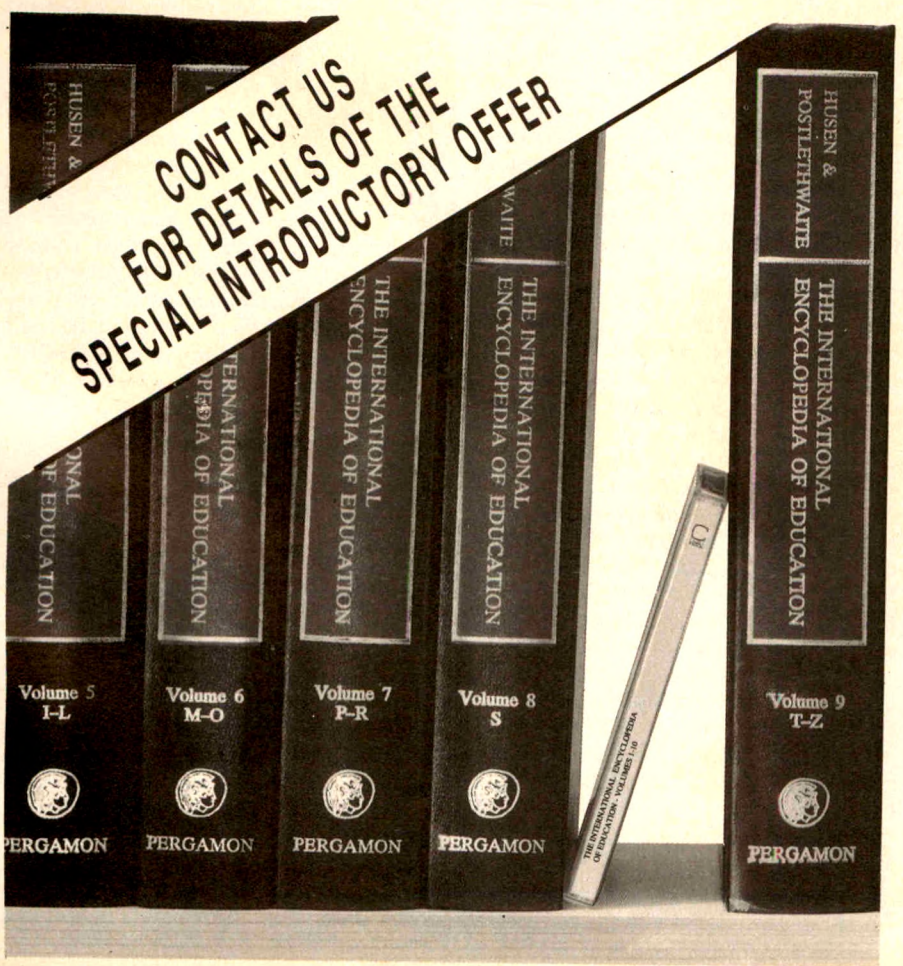
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the source

SELECTED RESOURCES FOR CURRENT AWARENESS

The Source, highlighting useful items in major areas of library/information activity, is written by Tom Wall, head of the Chicago Public Library's Professional Library. Send materials for Mr. Wall to department editor Gordon Flagg, American Libraries, 50 E. Huron St., Chicago, IL 60611.

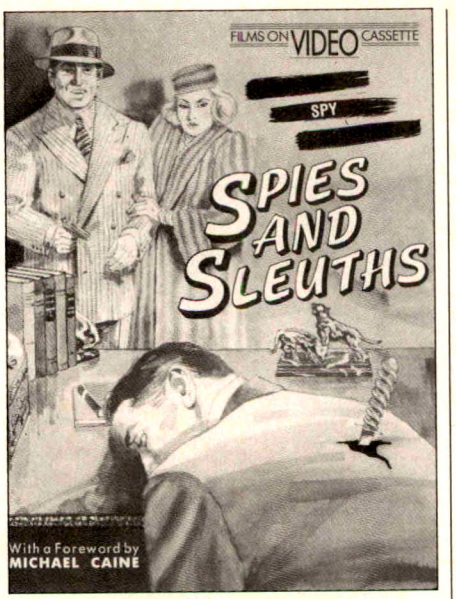
resources

Grave concern. Interested in tombstones and epitaphs since childhood, Richard E. Miller has written *Gone But Not Forgotten: Genealogy and Grave Hunting* "to share those experiences with you so that you will no longer see the cemetery as a place to shun... Perhaps you will begin to appreciate a place where one can go in quiet to become more aware of ancestors and the lives they endured."

Miller, manager of Dallas Public Library's Oak Lawn branch, includes numerous photos of tombstones and cemeteries and examples of favorite epitaphs both sad (on the grave of a six-year-old decorated with carvings of toys: "In the company of angels/He plays in Jesus' yard now") and humorous ("Here lies the father of 29/There would have been more, but he didn't have time"). A chapter on "How to Get Started in Genealogy" gives practical advice to beginners, and appendixes list selected genealogical and ethnic collections and other resources. The 75-page, spiral-bound paperback is $5.95 plus $1.75 shipping from In-Time Publications, 25 Science Park, New Haven, CT 06511 (0-944397-01-8, 88-080544).



***This notice on a cemetery gate—"Positively no burial without permission"—is evidence that people are dying to get in. From* Gone But Not Forgotten.**



Mystery movies. Over 400 mystery, spy, and suspense films available on videocassette are described and evaluated in *Spies and Sleuths*, the latest volume in the CineBooks Home Library Series. The entries, taken from CineBooks' 12-volume *Motion Picture Guide* (*AL*, Sept. 1985, p. 598), give the film's title, year, running time, studio, a cast listing and production credits, and a plot synopsis and critical appraisal. Other titles in the series cover horror movies, westerns, science fiction, musicals, and comedies. 211 p., paper, $8.95 U.S. from CineBooks, Inc., 990 Grove St., POB 1407, Evanston, IL 60204 (0-933997-18-3, 88-71573).

Catalog of docs catalogs. The new second edition of *United States Government Publications Catalogs* describes over 370 catalogs, bibliographies, and publications lists—an increase of 140 titles from the 1982 edition. Also new are a title index, an expanded subject index, and lengthier annotations.

Compiler Steven D. Zink (editor of *Government Publications Review*) lists the catalogs by SuDocs classification, hence by the issuing department or agency. The entries range from basic sources such as the Government Printing Office's *Monthly Catalog* and *Publications Reference File* to such relatively obscure listings as the National Defense University's *Audiovisual Catalog* and the Solar Energy Research Institute's *SERI Photovoltaia Advanced Research and Development Bibliography*. 312 p., paper, $20 from the Special Libraries Association, 1700 18th St., N.W., Washington, DC 20009 (0-87111-335-X, 87-32353).

Correction: The price of *The Quotable Shakespeare* (Sept., p. 733) is $39.95 plus $2 shipping.

***Readers' Guide Abstracts* hits print.** Aimed at the school- and public-library markets, the new *Readers' Guide Abstracts Print Edition* will offer some 25,000 abstracts annually, selected from the 60,000 abstracts found in the online, CD-ROM, and microfiche versions.

The abstracts, which run up to 150 words, are taken from the 190 general-interest periodicals that are comprehensively indexed in the *Readers' Guide*. The *Print Edition* will be published 10 times annually, including two semiannual hardcover cumulations.

One-year subscriptions are $249 U.S. and Canada, $279 elsewhere, with special rates for subscribers to other *Readers' Guide* publications, from H.W. Wilson, 950 University Ave., Bronx, NY 10452 (ISSN 0899-1553).

Pop lit crit. The intent of the *Handbook of American Popular Literature*, says editor M. Thomas Inge, is "to provide bibliographic access to the body of existing commentary and scholarship on several of the main forms of popular literature of the past and present." The 15 bibliographic essays cover mystery novels, fantasy, gothic novels, historical fiction, pulps and dime novels, romances, science fiction, westerns, young adult fiction, and other genres.

Two-thirds of the essays, first published in Inge's *Handbook of American Popular Culture*, have been thoroughly revised and updated; the others were written especially for this book. In each case, the author surveys the development of the genre, offers a critical guide to reference works on the subject, discusses research centers and collections of materials, and provides other information. 416 p., $55 from Greenwood Press, 88 Post Rd. West, POB 5007, Westport, CT 06881 (0-313-25405-2, 87-32294).

microcomputing

Managing micros. *The Library Microcomputer Environment: Management Issues*, edited by Sheila S. Intner and Jane Anne Hannigan, is a collection of 14 essays on handling the issue of microcomputers in the library.

Among the topics discussed are developing and organizing the software collection, using the collection, finding reviews of programs, selecting hardware, copyright, the UNIX environment, CD-ROM and satellite linkages, local area networks, and management problems.

The 258-page paperback is $27.50 from Oryx Press, 2214 N. Central, Phoenix, AZ 85004-1483 (0-89774-229-X, 87-24723).

bibliography

Contemporary social issues. Two new guides containing bibliographical information on current topics have been published by Reference and Research Services.

AIDS: Political, Social, and International Aspects is a 72-page compilation by Joan Nordquist that cites books and articles on various groups affected by the virus (e.g., women, children, minorities) and issues surrounding it (e.g., AIDS testing, AIDS and the insurance industry). The 14 subject sections are organized by format type. Four final sections list bibliographies, resources, organizations, and periodicals.

Biotechnology and Society, also compiled by Nordquist, has an arrangement similar to the AIDS bibliography. Topical coverage in the 64-page book includes legal, medical, and other social aspects of the technology, including its usage in agriculture and biological weapons.

The paperback publications are priced at $15 each from Reference and Research Services, 511 Lincoln St., Santa Cruz, CA 95060 (AIDS 0-937855-19-7, Biotechnology 0-937855-15-4).

Japan's economic miracle. Over 500 books and articles concerning Japanese economic development since 1945 are described in *Postwar Industrial Policy in Japan: An Annotated Bibliography.* Author Karl D. Boger examines a broad cross-section of English-language items related to the nation's emergence as an economic power.

Entries are organized by various subject areas, covering such issues as technology, financial organization, labor relations, and international competition. Each chapter is arranged alphabetically by main entry, and is prefaced with a short statement on the scope of its contents. The 218-page volume includes indexes by title, author, and subject. $22.50 from Scarecrow Press, POB 4167, Metuchen, NJ 08840 (0-8108-2080-3, 87-26535).

Modern Jewish history. *The Jewish World in Modern Times* has 2,148 entries related to the Jewish experience of the past three centuries. Authors Abraham J. Edelheit and Hershel Edelheit selected those English-language materials (mostly books, plus a limited number of articles and pamphlets) which they felt represented Jewish history from both universal and local contexts.

The volume opens with a short outline of Jewish history and is followed by two major sections: "The Jewish World" is arranged thematically, addressing nine general categories (e.g., social history, religious trends, antisemitism); "The Jewish Community," however, is organized by geographical location. Most of the entries are annotated. The 569-page volume includes title, author, and subject indexes and a glossary. $65 from Westview Press, 5500 Central Ave., Boulder, CO 80301 (0-8133-0572-1, 87-35200).

Clandestine control. *Control of Information in the United States* is an annotated bibliography of materials which describe, expose, or critique "the process of creating and sustaining a national consensus in the United States." Author James R. Bennett has assembled these 2,943 items as evidence for his premise that an undercurrent of "power" structures (as cited by John Kenneth Galbraith) exist in the U.S., which in turn manipulate the way people view themselves and their country.

The entries are organized topically, with sections devoted to such subjects as anticommunism, intelligence agencies, the Pentagon, and mass media. The items date from as early as the 19th century, although most cover the post–World War II period. Indexes by author and subject complete the 587-page volume. $59 from Meckler Corporation, 11 Ferry Lane West, Westport, CT 06880 (0-88736-082-3, 87-16475).

Salutary info from the feds. A wide range of government resources is described in *Federal Information Sources in Health and Medicine.* In addition to substantial subject bibliographies, compiler Mary Glen Chitty includes information on finding, using, and obtaining government sources.

The guide annotates over 1,100 government publications from about 90 federal agencies and also discusses close to 100 databases. The array of topics covers a number of timely issues, including the aged and aging, biotechnology, environmental health, minority health, and women's health. Each of the 39 subject sections is arranged by type of publication. Some examples of materials cited are federal laws, statistics, and reports. Two appendixes listing addresses and discontinued publications and a subject index round out the 328-page volume. $49.95 from Greenwood Press, 88 Post Road West, POB 5007, Westport, CT 06881 (0-313-25530-X, 88-226).

networks

Europe's view of American networking. Under the auspices of the Commission of European Communities, Charles R. Hildreth has prepared *Library Automation in North America: A Reassessment of the Impact of New Technologies on Networking.* The report examines issues and applications of computer technologies in the library world.

The first section of the volume provides an "overview of library automation and computer-based networking in North America." This is followed by discussions of "library networks and bibliographic utilities," which look at specific systems and libraries. A final section addresses such topics as the end user and integrated systems. The 196-page volume also includes a bibliography and acronym list. $35, K.G. Saur Inc., 175 Fifth Ave., New York, NY 10010 (3-598-10735-8).

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nonprint



Guided tours of national parks. Three of the country's favorite national parks are featured in the "Great National Parks of the American West" series, depicting the delights of Yosemite, Yellowstone, and the Grand Canyon. Each 60-minute program provides a four-season guided tour of one of the parks. Seeing the Grand Canyon from the air and hearing the rush of Yosemite Falls are just two of the many thrills viewers will experience in these full-color, stereo videos. A balance of narration and music (commissioned for the project) accompany the visuals. The videos, co-produced by Reader's Digest and the International Video Network, are $24.95 each, or all three for $59.95 from International Video Network, 2242 Camino Ramon, San Ramon, CA 94583.

Toward global unity. Critical global issues are featured in 20 new programs from the Eschaton Foundation. The films, part of the "Educational Film and Video Project," include a number of award-winning productions.

Some of the key concerns addressed by the videos are the arms race, the environment, Central America, and the concept of world government. All programs are available on VHS and Beta formats. Sale prices vary from $25 to $95, rentals from $35 to $45. For a free catalog or more information contact Educational Film Video Project, 1529 Josephine St., Berkeley, CA 94703.

The writers speak. Conversations and interviews with some of literature's most preeminent authors highlight the hundreds of audiotapes available from the American Audio Prose Library. The selection also includes readings, speeches, and panel-type discussions.

Among the notable figures featured are James Baldwin, Alice Walker, Eudora Welty, Kurt Vonnegut, William Faulkner, and Ray Bradbury. The AAPL is funded by the National Endowment for the Arts and the Missouri Arts Council. The cassettes are not expensive—few cost more than $23—and represent an outstanding collection of authors. For a free 38-page catalog write the AAPL, POB 842, Columbia, MO 65205, or call 800-447-2275.

Making multi-images. *Multi-Image Slide/Tape Programs* is a handbook that provides an overview and practical instruction for those developing multi-image productions (presentations using two or more slide projectors on one or more screens, synchronized with a sound source).

The non-technical guide, written by Ron Slawson, consists of discussions on the production, budgeting, planning, and other procedures involved in this emerging medium. Many illustrations, charts, sample forms, and a glossary are included in the 152-page paperbound volume. $22.50 U.S., $27 elsewhere from Libraries Unlimited, POB 3988, Englewood, CO 80155-3988 (0-87287-647-0, 88-17746).

"Session openers and closers"— films designed to get audiences in and out of the mood for lectures and classes—are offered in a specialized catalog from Salenger Films.

The firm offers films, videos, and audiocassettes for group-meeting-type occasions on such topics as management development, teamwork, and health and safety. All of the items are not serious, however; one of the customer service films is taken from a Charlie Chaplin short and another on communication features Abbott and Costello performing "Who's on First."

Purchase prices range from $225 to $525, rental from $70 to $135, and most may be previewed for $40. The programs are available in 16mm, VHS, and Beta formats. For information contact Salenger Films, 1635 12th St., Santa Monica, CA 90404.



Customer Service, *a five-minute lesson in how not to treat customers, is adapted from Charlie Chaplin's classic 1916 film,* The Rink.

Psychology audiotapes. The American Psychology Association and *Psychology Today* magazine have combined forces to produce 10 new audiocassettes on "self-help for mind and body."

The cassettes cover a wide range of psychological subjects including anxiety, chronic pain, stress, AIDS, self-esteem, dieting, and parent/child relationships. Each tape is 40 to 60 minutes and priced at $9.95. For a catalog or to purchase write Educational Services, 1725 K. St., N.W., Suite 408, Washington, D.C. 20006.

academia

Providing it online in academia. *Online Search Services in the Academic Library* is a practical guide for librarians either considering or currently offering online services to patrons. The guide discusses the planning, management, and operation of computer-generated services from both the financial and public service aspects.

Author Janice F. Sieburth takes the reader from the fundamentals of the pre-service concerns straight through to end-user options. Discussions aim at enhancing online services through effectiveness and accessibility, addressing such crucial issues as training, staffing, record keeping, and quality control.

The 331-page paperbound volume is $30 from ALA Publishing Services, 50 E. Huron St., Chicago, IL 60611 (0-8389-0490-4, 88-888).

Publishing in the library. *Library Publications Programs,* (Association of Research Libraries Spec Kit #145) discusses a variety of elements related to publishing efforts within academic libraries. Preparer Monica L. Knudsen draws upon the results of a survey of 110 ARL libraries to provide information on both centralized and formal publication programs.

The Spec Kit contains examples of documents produced by a number of prominent ARL libraries. Included are samples from position descriptions, questionnaires, reports, and policy statements. The findings of the survey provide additional information on the extent and nature of publication efforts in ARL member libraries.

Spec Kits are available for $20 (add $5 outside the U.S.) from SPEC, Office of Management Services, 1527 New Hampshire Ave., N.W., Washington, DC 20036 (ISSN 0160-3582). Make checks payable to "ARL Office of Management Services."

The Off-Campus Library Services *Conference Proceedings* publishes 30 papers presented at a 1986 conference sponsored by Central Michigan University. The authors deal with such topics as off-campus online computer searches, library service to off-campus students, organizational structure of

Correction: The phone number for information on *De Italia* (Oct., p. 828) is 202-783-3536.

off-campus libraries, faculty perspectives regarding educational supports, a survey of students' perceptions of service, working with part-time faculty, and the 1982 ACRL guidelines for extended campus library service.

The 353-page paperback, edited by Barton M. Lessin, is $20 from Central Michigan University Press, Mount Pleasant, MI 48859.

Support for the annual report. *Annual Reports for College Libraries* brings together ideas for developing or enhancing the annual report. The volume draws upon the results of a survey of small college and university libraries that discusses the preparation for and use of such publications.

Compiler Kenneth J. Oberembt uses sample graphics, statistics, charts, and data-gathering forms to illustrate how the annual report can become more than a bland narrative.

Annual Reports is issued by ALA's Association of College and Research Libraries and is CLIP Note #10 from the College Library Information Packet Committee. The 135-page paperback is $17 to ACRL members, $20 to others (ALA members get a 10-percent discount) from ALA Publishing Services, 50 E. Huron St., Chicago, IL 60611 (0-8389-7219-5).

Public access micros. Case studies from five academic libraries are featured in *Developing Microcomputer Work Areas in Academic Libraries.* Editor Jeannine Uppgard uses actual examples to provide practical insights into the benefits and problems of introducing and maintaining microcomputers for public use.

Each case study gives information on how the service is organized and includes discussions on the procedures, staffing, and equipment being utilized. A final essay examines the topic from an administrator's perspective, taking into account the library within the larger university context. Also contained in the 139-page volume are a bibliography and a listing of libraries now offering some type of public access microcomputer services. $37.50 from Meckler Corporation, 11 Ferry Lane West, Westport, CT 06880-5808 (0-88736-233-8).

The Smaller Academic Library: *A Management Handbook*, edited by Gerard B. McCabe, consists of 31 essays on a wide range of management issues. The contributors are librarians from smaller academic libraries, defined as those having enrollments between 200 and 7,500 students. The volume is designed to "provide solutions to recurrent problems."

The text addresses seven areas of discussion: general administration, personnel, budgets and finance, collection, user programs and services, technical services, and physical plant. The authors were encouraged to concentrate on "firsthand analysis" and to avoid the "theoretical and anecdotal." Each chapter includes either references or a bibliography. A bibliographical essay completes the 400-page volume.

The Smaller Academic Library is $49.95 from Greenwood Press, 88 Post Road West, POB 5007, Westport, CT 06881 (0-313-25027-8, 87-23655).

info briefs

Records and information management. *File Management and Information Retrieval Systems: A Manual for Managers and Technicians,* by Suzanne L. Gill, is a practical guide for organizing materials in paper and electronic formats.

The manual, which attempts to "bridge the gap between library science and information management," treats a wide range of issues and techniques for filing information. The first section addresses some background considerations, offering a brief history of records and information management. The second section, on "the procedures manual," includes a lengthy discussion of methods of classification and shorter chapters on circulation, processing, retention of records, and equipment. A final section turns to "the paperless files" and looks at electronic media. Each of the 13 chapters also lists exercises "for further study." A glossary, bibliography, and index complete the illustrated volume.

File Management, 221 p., $26.50 U.S., $32 elsewhere, is available from Libraries Unlimited, POB 3988, Englewood, CO 80155-3988 (0-87287-625-X, 87-32474).

The state of communications technology. *Telecommunications for Information Management and Transfer* brings together proceedings from a 1987 conference on telecommunications and networking. Mel Collier, Chief Librarian at host institution Leicester Polytechnic, edited the 13 papers, which give an update and overview of telecommunications as it relates to information management.

Conference participants represent an international cast of librarians and information specialists. The topics addressed include assessing telecommunications requirements and developing and evaluating applications. More specialized attention is given to local area networks, satellite communications, electronic mail, interactive fiber optics, and office automation.

The 216-page volume is $44.95 from Gower Publishing Company, R.R. 1, Box 55, Brookfield, VT 05036 (0-566-05551-1).

Information management & public policy are the focus of *Government Infostructures: A Guide to the Networks of Information Resources and Technologies at Federal, State, and Local Levels.* The 15 essays, edited by Karen B. Levitan, examine a variety of information-

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related factors, formal and otherwise, that influence decision making in the public sector.

"Infostructures" is divided into three sections in which the contributors attempt to identify, describe, and analyze the complex infostructural relationships that affect public policy. The first, "federal perspectives," covers such topics as federal data systems, civil liberties and federal information practice, and the impact of information technologies on Congress. The next section addresses the "state and local levels," including a comparative study of information resources management and chapters on public opinion, privacy, and civil liberties. A diverse group of subjects and case studies is viewed in the third section, including postal automation, hazardous waste management, and nutrition policymaking.

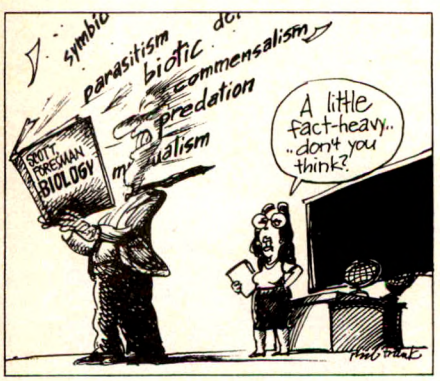
Government Infostructures, 320 p., $45 from Greenwood Press, 88 Post Road West, POB 5007, Westport, CT 06881 (0-313-24864-8, 86-27119).

school media

Science text reviews. *Bookwatch: A Candid Review of Science Textbooks* is aimed at providing objective evaluation of currently available science texts for middle- and high-school students.

Each issue of *Bookwatch* offers three reviews written by trained scientists or professional educators offering practical insights into the books' contents.

The bulletin is published monthly (except June, July, and August) by the National Center for Science Education. A one-year subscription is $15 (sample copies available) from *Bookwatch,* POB 26603, San Francisco, CA 94126.



***This cartooned commentary accompanied* Bookwatch's *review of* Scott, Foresman Biology.**

Managing school libraries. A multiple-volume series has been launched to assist school media specialists in managing their programs into the 21st century. Two volumes of the "School Library Media Management Series" are currently available.

The first volume, *Managing School Library Media Programs*, is written by series editor Blanche Woolls of the University of Pittsburgh library school. This practical handbook for the beginning media specialist starts with a history of media programs and job-hunting tips. The next sections pertain to the job itself, covering such topics as personnel, the collection, the budget, and services. The final chapters address evaluation, marketing, cooperative efforts, and professionalism for the library media program. Exercises for classroom use or workshops round out each chapter.

A Model for Problem Solving and Decision Making is the second volume of the series. Author Mary K. Biagini, also of the University of Pittsburgh library school, introduces a number of case studies designed to give practitioners the opportunity to develop their skills. The first section of the work provides community profiles for the cases. Section two gives 27 cases, which are further divided into seven categories (e.g., "teaming with teachers in the evaluation process" and "providing service for students"). Section three offers the problem-solving and decision-making questions for each case.

The "School Library Media Management Series" is published by Libraries Unlimited, POB 3988, Englewood, CO 80155-3988. *Managing School Library Media Programs*, 182 p., paper (0-87287-590-3, 88-2689) is available for $21.50 U.S., $26 elsewhere; *A Model for Problem Solving and Decision Making*, 164 p., paper (0-87287-589-X, 88-2691) is $18.50 U.S., $22 elsewhere.

young people

Keeping 'em busy. The *Second Young Adult Program Guidebook* provides program ideas for doing just that with young people. Over 50 creative programs that have been used in New York state libraries have been compiled by the Young Adult Program Guide Committee of the New York Library Association in this programming guide.

Each entry is about a page long and describes a specific program ranging from field trips and career counseling to book talks and film programs. Salient information is given for each, including the intended audiences, notes on preparation, short descriptions and evaluations, and the names and addresses of the program planners.

The 80-page paperback also features copyright-free clip art, subject pathfinders, and a bibliography on YA programming. $15 prepaid from NYLA, 15 Park Row, Suite 434, New York, NY 10038 (0-931658-20-9).

Caring for ill children. Author Sheila Peterson has written a guide for those who want to help "terminally and catastrophically ill" children. *A Special Way to Care* covers many topics related to financial and emotional support for the children and their families—even the hard issues like death.

The step-by-step manual addresses such considerations as raising and managing money, the effects on the family, and insurance. There is also a section on special situations such as remissions, wishes, and losing hair. Ten appendixes provide a list of support agencies and community organizations, press forms, a bibliography, and other background information.

"Friends of Karen," a nonprofit organization devoted to helping very sick children and their families, has published this 198-page paperback guide. Copies are $12 from Friends of Karen, POB 217, Croton Falls, NY 10519 (0-961-97850-3).

management

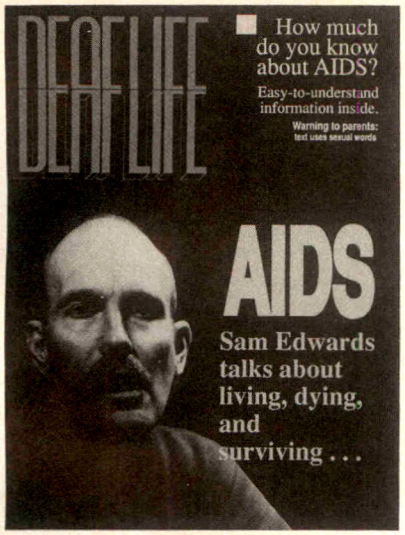
Part-time benefits. A completely revised second edition of *Employee Benefits for Part-Timers* has been issued by the Association of Part-Time Professionals.

This handbook for part-time workers and their employers shows how to establish and prorate benefits for part-time employees and discusses benefits costs in general. Among the subjects covered by authors Diane S. Rothberg and Barbara Ensor Cook are the Tax-Reform Act of 1986, retirement plans, group insurance, and job protection. It also describes some part-time benefits packages offered by private firms. 80 p., paper, $16.95 plus $2 shipping from APTP, POB 3419, Alexandria, VA 22302 (917449-03-7, 87-072782).

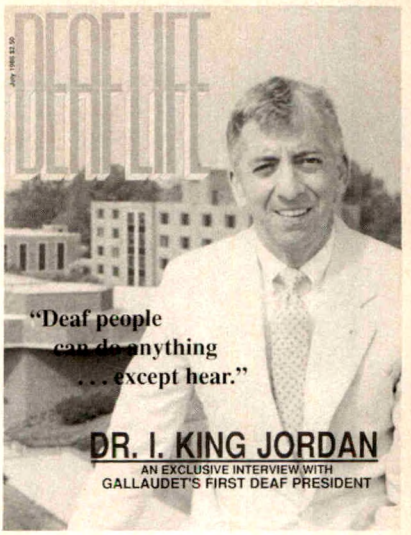
Changing times. In *Managing Libraries in Transition,* coauthors Jennifer Cargill and Gisela M. Webb look at changes occurring in the profession with a view to helping those managers who must now move forward from the traditional environment in which they have heretofore functioned.

The authors feel that the role of libraries, and of managers, must be reassessed in light of technological innovations, networks, user demands, and increased information requirements. Chapters cover such topics as laying the groundwork for change, organizational issues to consider, creating a new organizational environment, new role expectations, and managerial tools for changing organizational roles. The authors address such specific personnel issues as creating a staff for a changing library and using it effectively, and conclude by taking a look at what the future may bring.

The appendix contains examples of a staff training program, an affirmative-action library assistant training plan, a staff recognition program, and appraisal materials for professional librarians and administrators. 201 p., $29.50 from Oryx Press, 2214 N. Central, Phoenix, AZ 85004-1483 (0-89774-302-4, 87-24703). □



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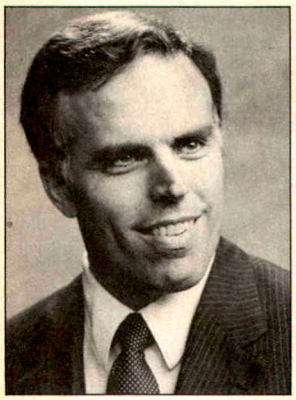
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Donald G. Sweet

Catherine Mello Alves is now coordinator of the Island Interrelated Library System, Barrington, R.I. ☐ **Carl A. Anderson** has become assistant director for technical and automated services at Widener University Library, Chester, Pa. ☐ Jefferson County (Colo.) Public Library has appointed **Maryann Andrews** as its first staff development officer. ☐ **Marla Baden** now serves as reference center director for Indiana's Area 3 Library Services Authority (Tri-ALSA), based in Fort Wayne. ☐ **Sarah Batesel** has become collection development librarian at Manhattan (Kans.) Public Library. ☐ The new associate university librarian for public services at California State University Library/Sacramento is **Fred Batt**. ☐ **Margaret S. Bauer**, executive director of the Pennsylvania Library Association, earned a Certified Association Executive designation from the American Society of Association Executives in August. ☐ **Barbara Beasley** is now Del City branch librarian in the Metropolitan Library System, Oklahoma City, Okla. ☐ **Peter I. Berg** now heads special collections for Michigan State University Libraries, East Lansing. ☐ **Lynn Rigg Book** is now assistant librarian at Green Mountain College, Poultney, Vt. ☐ After more than 41 years of service to NYPL, **Julia J. Brody** recently retired as associate director for Central Library services. Joining the NYPL staff in 1946 as children's librarian, Brody became coordinator of administrative services in 1962, and oversaw the consolidation and construction of the Mid-Manhattan Library. ☐ At Wingate (N.C.) College library **R. Marilyn Brown** now serves as catalog librarian. ☐ **Susan M. Brown** has become head of adult services for Finkelstein Memorial Library, Spring Valley, N.Y. ☐ **Cathy Butler** recently began directing Weston County (Wyo.) Public Library. ☐ The new MIRLYN database administrator at the University of Michigan/Ann Arbor Library is **Joan Butler**. ☐ Aug. 15 **Carole Cable** became assistant for library development and publications for the University of Texas at Austin's General Libraries. She continues as art bibliographer. ☐ **Jennifer Cargill** has become associate university librarian at Rice University library, Houston, Tex. ☐ At Western State College of Colorado Library, Gunnison, **Carol Carlson** is now periodicals/public services librarian. ☐ **Stephen D. Corrsin** has become associate librarian for technical services at Brooklyn (N.Y.) College Library. ☐ **Margo Curl** is now technical services librarian for the College of Wooster Library, Ohio. ☐ The new director of university libraries at the University of Houston/Victoria is **Joe Dahlstrom**. ☐ **Virginia Danielson** has been appointed project manager of Harvard College's Eda Kuhn Loeb Music Library. ☐ The new president-elect of the Pennsylvania Library Association is **Peter Deekle**. ☐ Sept. 30 **Orrin B. Dow** retired as White Plains (N.Y.) Public Library director. In 1970 the University of Illinois at Urbana-Champaign library school gave Dow its Robert C. Downs Award for Outstanding Contribution to the Cause of Intellectual Freedom. ☐ **Constance B. Engle** is now network coordinator for the Michigan Library Consortium. ☐ The new president-elect of the Florida Public Library Association is **Virginia Farace**, director of Boynton Beach City Library. ☐ **Pat Feehan** has become an instructor at the University of South Carolina/Columbia library school. ☐ **Daniel Ferrer** recently became library systems manager for Central Michigan University, Mount Pleasant. ☐ **William Fisher** is now associate professor of library and information science at San Jose (Calif.) State University library school. ☐ **Mark Flynn** now serves as associate librarian for special collections and archives at George Mason University library, Fairfax, Va. ☐ The new director of Fitchburg (Mass.) State College Library is **Robert A. Foley**. ☐ At the University of Idaho Library, Moscow, **Ronald W. Force** has become associate dean for library services. ☐ **Jan Marie Fortier** has been appointed assistant director of Portland (Oreg.) State University library. ☐ **Dorothy Frechette** has become deputy director of the Rhode Island Department of State Library Services. ☐ **Ronald A. Gagnon** is now network administrator for the North of Boston Library Exchange (NOBLE). ☐ At Rice University library, Houston, Tex., **Jennifer Geran** now serves as interlibrary loan librarian. ☐ **Martin Gomez**, former Northwest District chief for Chicago Public Library, has been promoted to director of CPL's Cultural Center and assistant head of the Central Library. ☐ Sept. 19 **Richard Griscom** became head of the University of Louisville (Ky.) Dwight Anderson Memorial Music Library. ☐ The new librarian of Saint Martin's College, Lacey, Wash., is **Dalia Hagan**. ☐ **Helen Hanigan** recently became public services librarian for Merrimack College's McQuade Library, North Andover, Mass. ☐ **Ann Hartness** has taken a one-year leave from her post as assistant head librarian of the Benson Latin American Collection of the University of Texas at Austin's General Libraries to direct LC's Field Office in Rio de Janeiro, Brazil. ☐ Aug. 1 **Mary Heath** became UC/Davis's library systems development officer. She had served on the University of California at Berkeley Library staff since 1965, except for a 1967–69 stint as a Peace Corps volunteer in India. ☐ **Rae Helton** has become the first staff administrator for Carroll County (Md.) Public Library. ☐ **Frances Henckell** recently celebrated her 40th year of service as children's librarian at Birmingham (Ala.) Public Library. ☐ **Jan E. Hester** is now assistant physical sciences and engineering librarian at Oklahoma State University Library, Stillwater. ☐ **Carol Hildebrand**, assistant city librarian of Eugene Public Library and one-time president of the Oregon Library Association, has been elected president-elect of the Pacific Northwest

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Library Association. ☐ **Kimberly Jean Hill** is now children's librarian for the Sue Kellogg branch of DeKalb County (Ga.) Public Library. ☐ **L. Rebecca Johnson** has been named archivist/librarian in special collections at the University of Delaware Library, Newark. ☐ **Michael Johnson** has become assistant to the director for library systems at Brooklyn (N.Y.) College Library. ☐ The new university librarian of the University of New Hampshire, Durham, is **Ruth Katz**. ☐ **Richard Luce** is the new executive director of the Southeast Florida Library Information Network, headquartered at Broward County Library, Fort Lauderdale. ☐ **Birdie MacLennan** is now assistant technical services librarian at Merrimack College's McQuade Library, North Andover, Mass. ☐ **Joseph R. Matthews** has joined Geac as U.S. general manager of the Advanced Libraries Division. ☐ **Patrice McDermott**, formerly assistant director of ALA's Office for Intellectual Freedom, is now a member of the Atlanta (Ga.) University library school faculty. ☐ **Mary G. McMahon** has become library database services coordinator in public services at the University of Delaware Library, Newark. ☐ **Linda Meiseles** is now deputy associate librarian for technical services at Brooklyn (N.Y.) College Library. ☐ Sept. 30 **Henry R. Meisels** retired as director of the Corn Belt Library System, Normal, Ill., a post he held for two decades. ☐ **Deborah Metzger** is now science reference librarian at California State University Library/Sacramento. ☐ The new library director of the University of Arkansas at Little Rock is **Donald G. Sweet**. ☐ At the North of Boston Library Exchange (NOBLE) **Elizabeth B. Thomsen** is now database manager. ☐ At Embry-Riddle Aeronautical University, Daytona Beach, Fla., **Thomas N. Tipsword** has become systems/technical services manager for Hunt Memorial Library. ☐ **James M. Wetherbee** has been appointed reference librarian at Wingate (N.C.) College library. ☐ In September **Janet Williams** became genealogy librarian for Allen County (Ind.) Public Library. ☐ At Virginia State Library **Ashby Wilson** now serves as automation and networking director. ☐ **Teresa Windham** is now branch librarian at Richland County (S.C.) Public Library's Northeast Branch. ☐ **Bonnie Zetterman** is the new president-elect of the Nebraska Educational Media Association. ☐

Statement of ownership and management

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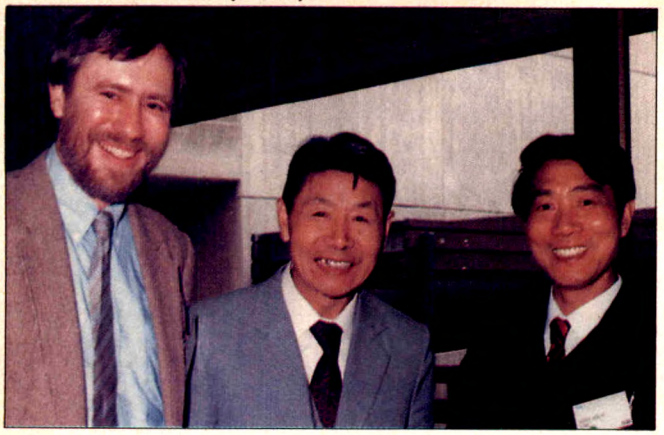
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IFLA (Continued from p. 854.)



John Barclay, Australia, hosts two unidentified Chinese delegates

UDT (Universal Data Flow and Telecommunications) is working on exchanging ILL messages between the British Library Document Supply Centre and the National Library of Canada using the Open System Interconnection (OSI)–based Interlibrary Loan Protocol. The Core Program being planned is ALP, Advancement of Librarianship in the Third World. This program will cut across the others conceptually, to encourage their development in Third World countries.

IFLA leaders are struggling to acquire the resources needed to develop these programs. Currently support comes from certain national libraries, from the Council on Library Resources, and some contract monies. But effective programs will require new infusions of funds, and IFLA is systematically searching for them. Program success hinges on it.

Was it worthwhile?

These programs and concerns within Official IFLA indicate recognition of changing times and IFLA's evolving programs. What have they to do with the Sydney Conference? Alas, next to nothing.

IFLA conferences are schizoid. At one level they try to be professional meetings devoted to sharing and advancing knowledge. But who, given the Sydney experience, would go to IFLA for the latest thinking on problems of library and information services that we all confront—developed and developing countries alike? At a second level, IFLA is a working meeting that monitors and directs a very important program of work. Much of this work would be of broad interest if the two levels interacted. Ceremonial IFLA seems empty. But IFLA's achievements and what these conferences symbolize give the ceremonies substance and point.

Yes and no

Was it worthwhile? The answer depends on who you are. An ordinary congressist seeking enlightenment might well answer "No." A member of a board or committee might answer "Yes." IFLA conferences must become one conference—not two. While the diversity of participants' interests must be recognized, sessions must become intellectually and professionally challenging. Blossoming, multicultural Sydney was an apt choice for IFLA 1988. Perhaps Paris, which commemorates in 1989 the bicentennial of a revolution that created a new Europe and a new Age, is a perfect site for a new IFLA. □

editors' endnotes

Luddites of the world, unite!

by Tom Gaughan

REMEMBER THE LUDDITES? THEY BECAME terrorists, destroying machines they feared would displace workers in 19th-century England. Brutal reprisals and an economic upturn ended the movement.

Today, it's a term of derision. A Luddite librarian is akin to an anti-Copernican astronomer or a flat-earth geographer. Gaylord chargers, photocopiers, computers, CD-ROM, fax, and other technologies have improved library services and our ability to provide them.

But Luddism may become fashionable when librarians encounter Electronic Signatures (ES)—a Checkpoint Systems, Inc., copyright.

Sounds like a Tom Clancy novel. Recognizing a particular Russian sub's propellers, the U.S. sonar operator says, "I'd know that signature anywhere, sir. It's the Potemkin."

The analogy is apt. ES will embed individually identifiable detection tags *into* clothes, books, CDs, and, if fortune smiles on Checkpoint, K-Mart's entire inventory. For cost-conscious organizations, the virtues are numerous. Since items are tagged during production, no staff time is needed to tag inventory. Hidden in coat linings or book covers, tags would be hard to remove, theft more difficult.

A linked ES-circulation system could protect against theft while speedily entering circulation transactions. Add a modern grocery store's voice synthesizer, and your security system announces, "Excuse me, sir; you haven't checked out Ludlum, Robert. *The Bourne Identity.* Copy 2."

So what's going to bring back Luddism? Checkpoint wants to tag *people*. They envision tagged company IDs, credit cards, and library cards monitoring employees, customers, and library users as they pass "passive" sensors. Clancy's North Atlantic is full of them, monitoring underwater traffic.

Retail and corporate America might just love such surveillance. Traffic patterns and display effectiveness could be measured, wandering employees tracked like submarines or whales.

But will a profession that butts heads with the FBI over the right to read, free of surveillance, embrace such a thing?

Luddites of the world, unite! □

Booktalk! 3

by Joni Bodart-Talbot

Summer 1988 388pp. ISBN 0-8242-0764-5. $28 U.S and Canada, $32 other countries

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The ideal source for creating and delivering successful booktalks, *Booktalk! 3* does not duplicate any of the talks or other material in *Booktalk! 2*. However, it does bring back several favorites from the original 1980 *Booktalk!* (now out of print), including talks on *The Hobbit* by J.R.R. Tolkien, *The Left Hand of Darkness* by Ursula LeGuin, and *A Zoo in My Luggage* by Gerald Durrell. Booktalks are arranged alphabetically by title, and include bibliographies by author, age level, and theme and genre.



Titles featured in Booktalk! 3

- **Dakota Dugout** by Ann Turner
- **Growing Up** by Russell Baker
- **Jane Eyre** by Charlotte Bronte
- **The Celery Stalks at Midnight** by James Howe
- **Beyond the Chocolate War** by Robert Cormier
- **The SeaWolf** by Jack London
- **The Snarkout Boys and the Baconburg Horror** by Daniel Pinkwater
- **Glory Road** by Bruce Catton
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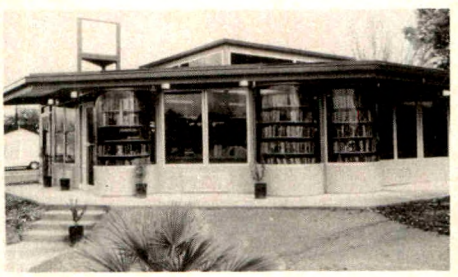
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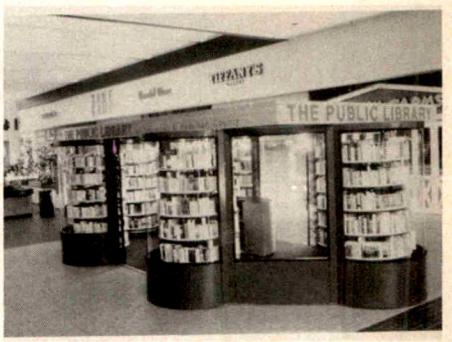
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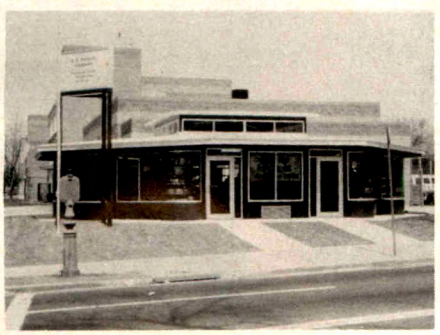
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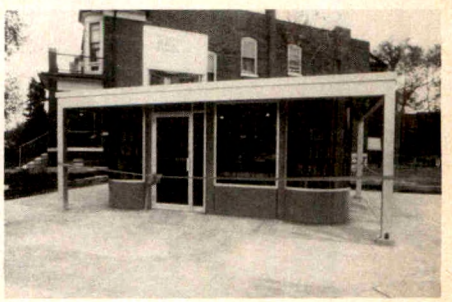












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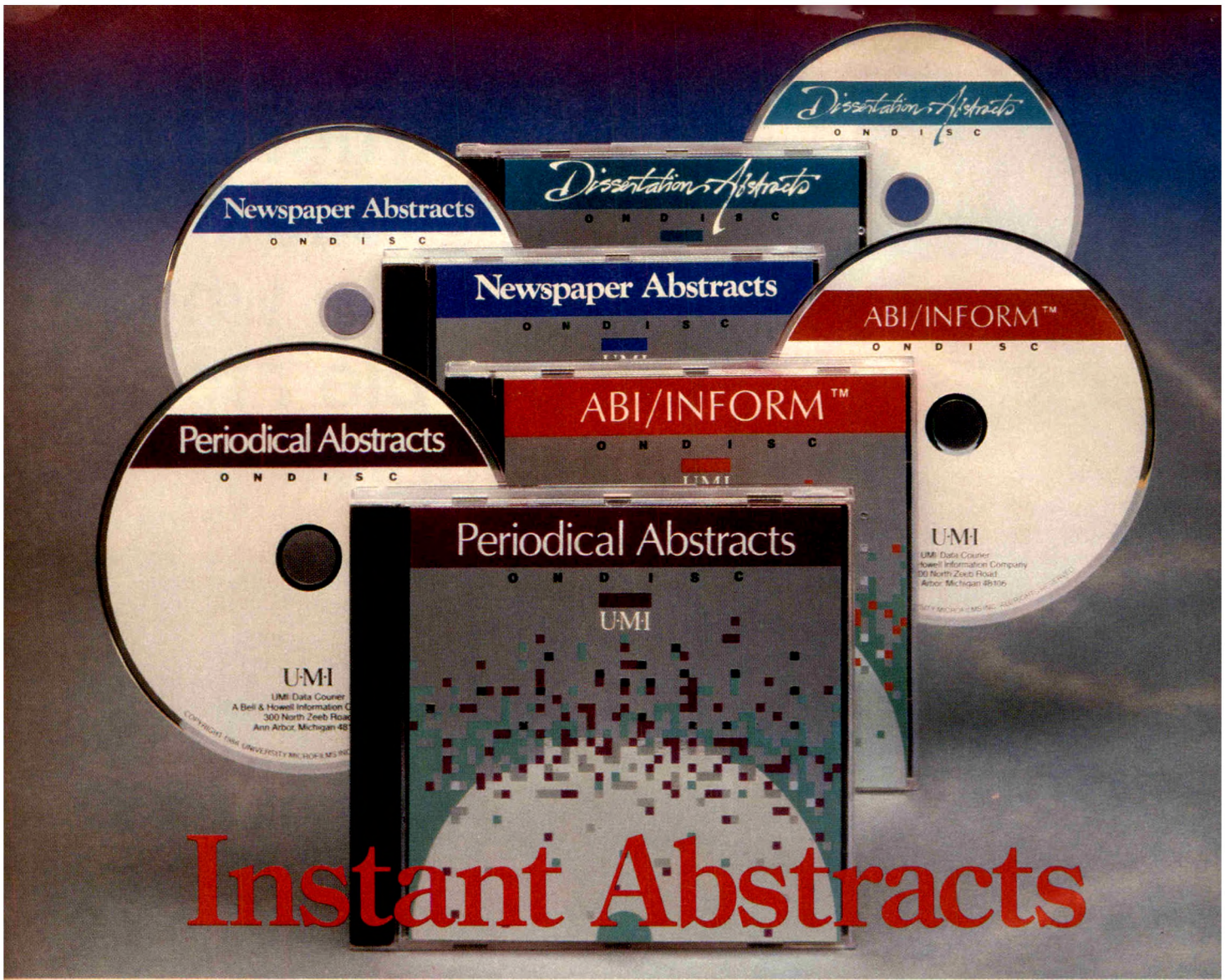
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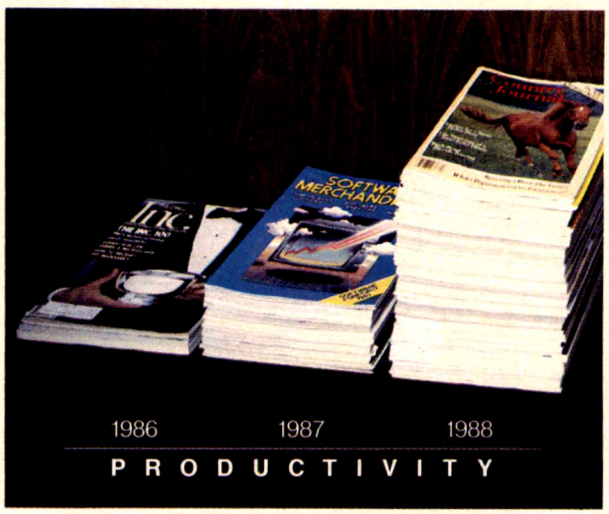
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Cover: The solemn pillars of the Library of Congress Madison Building gained permanent pizzaz this fall, when banners unfurled for a Family Day celebration Sept. 24. Some 2,000 staff and family attended the event, and LC expects about as many ALA Midwinter Meeting participants to stop by for informal visits. Because the Jefferson Building is being renovated, no formal all-conference reception will be hosted at LC this year. Photo for *American Libraries* by Reid Baker of LC.

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in the news

SF up, LA down

Election landslide (mostly) for libraries in California

In presidential terms it was a landslide. Californians voting on state and local referenda on election day gave their overwhelming endorsement to the value of library services. North and south, state, city, and county, libraries received a mandate. Still, not all the news was good.

Proposition 85, the first-ever state library bond issue, was approved by 52.7% of voters. The Library Construction and Renovation Initiative will generate $75 million and concludes a three-year struggle by librarians and library supporters to persuade legislators to place the issue before voters.

In San Francisco, where 76.2% approved a $109.5 million bond issue to build a new central library, a delighted Ken Dowlin, director of San Francisco PL, told *AL*, "Although our citizens are interested in the past, they don't want to live in it. We start putting the [building] process together this week" (*AL*, Oct., p. 753).

Seventy percent of Santa Monica voters said yes to Proposition JJ, a $4.5 million initiative, to purchase land adjacent to the library for future development.

Regina Minudri, Berkeley PL director and past president of ALA, reported 67.8% approval for a doubled library tax that will increase the budget to $6 million per year. "We did our best to get out the vote," she said. "I spent election day knocking on doors."

In rural, extreme northeastern Modoc County, 67.9% approved a levy equivalent to $18 per property owner to provide operating funds to their library.

In LA, 62% not enough

Los Angeles' Proposition L, despite approval by 62.37%, failed because California law requires a two-thirds majority for local initiatives. The bond issue would have provided $90 million for 30 building projects in a system wracked by arson and earthquake.

Three libraries have been damaged by arson, including the still-closed Central Library. The October 1987 earthquake closed four facilities, and failure to meet earthquake codes threatens to close eight other branches.

Support for the LA initiative was broad. Authors Ray Bradbury and Irving Wallace, Lakers' coach Pat Riley, and actor Charlton Heston jointly chaired the YES to Proposition L campaign. Mayor Bradley, prominent city and state political figures, labor unions, and chambers of commerce endorsed the proposition. Wyman Jones, city librarian of Los Angeles, was unable to comment by presstime.

Shasta County was the state's other library loser. After the county library closed in June 1988, voters rejected library funding in a Sept. 13 special election (*AL*, Sept., p. 644–6). On Nov. 8, library funding wasn't even on the Shasta ballot.—*T.G.*



Gerrit R. Van Oyen, Sr.



Gary Friedmann

COLLEGE LIBRARY REBORN. Nearly 500 people braved rain, snow, and winds to attend the Oct. 8 rebirth of the College of the Atlantic's Kaelber Hall/Thorndike Library. The Bar Harbor, Maine, college lost its original library and administration building to a fire in July 1983 (*AL*, Sept. 1983, p. 508), when the institution was just 14 years old. All the periodical collection and more than 10,000 books were destroyed along with administrative and faculty offices—the heart of the college.

The new 20,000-square-foot complex—half of which belongs to the library—makes extensive use of natural light and passive solar energy for heating. Designed by award-winning architect Daniel V. Scully of Peterborough, N.H., the oceanside structure includes a reading porch with expansive views of Frenchman's Bay to the east and mountains to the west.

Librarian Marcia Dworak said, "Significant donations from all over the country—resulting from stories such as yours in *AL* at the time of the fire—have allowed us to rebuild the collection to its present strength of 23,000 books plus periodicals. It is a focused collection and emphasizes environmental issues, natural history, and evolutionary biology."

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Student petition exonerates librarian accused of racism

Librarian Lois Bostic is back at work in the Gould (Ark.) school library after a petition circulated by her black students saved her job. Parents in the community of 1,670 people, 80 miles southeast of Little Rock, had circulated an earlier petition calling for Bostic's resignation over a remark she had made to her all-black, sixth-grade class.

Bostic, who is white, says she was trying to use the jocular lingo of the students to settle them down and get their attention. She says she had run out of patience when she told the students: "I think you're trying to make me think you're a bunch of poor, dumb niggers, and I don't think that."

Parents heard about the remark and gathered 91 signatures in the first petition drive. Bostic yielded and told school officials she would resign. The school board agreed with her decision.

"I was just trying to get these kids to behave. I wasn't even conscious that I was using a word that would offend them," she said in a *New York Times* interview. After overhearing the word used humorously in conversations between black students, she thought she would relate to the students better if she used it. But she quickly recognized the error in her judgment and later told reporters, "In our part of the country, we call each other hicks and hillbillies, and that's OK, but if somebody from California moves in and refers to us as hillbillies, we get angry."

Exoneration

The day before she was to leave town, Bostic learned that 124 of Gould's 147 high school students had signed the new petition requesting reversal of the school board's decision. Board President Alan Minor, who is black, explained why the board agreed with the students: "It's their school. They are the ones that have to be with her every day."

Lois Bostic told *AL*, "It was all blown out of proportion right from the very beginning. It's just something that happened in our little old small town. Then the Associated Press picked it up from the Little Rock paper, and then the *Times* got it and I ended up spending a lot of time on the phone...." Exhausted from a session with the same sixth graders, she added, "It's not a black/white thing. Too many of today's students prefer to goof off. It's frustrating and takes so much of your energy."

Bostic has been a school librarian for 24 years, eight of which she has spent at

American Libraries Washington Wire

Libraries lose a friend in Nov. elections. The narrow defeat of Sen. Lowell Weicker in the Nov. 8 election robbed libraries of one of their strongest congressional supporters. When his party controlled the Senate in recent years, the liberal Connecticut Republican headed the appropriations subcommittee that deals with education and libraries; more recently he was its ranking minority member. Although libraries traditionally enjoy bipartisan support in Congress, Weicker was especially critical of and outspoken about the Reagan administration's efforts to eliminate library programs. Final returns showed Weicker losing to state Attorney General Joseph I. Lieberman by about 8,000 votes, or less than one percentage point.

Video privacy passes—but not for libraries. Congress passed the Video Privacy and Protection Act (*AL*, Sept., p. 644) in late October after stripping it of library provisions. Events leading to this outcome are complex, but here are the basics: The FBI had asked for an amendment to the bill giving the bureau a "national security letter" exemption; under the amendment, a letter from an FBI official would give FBI agents access to library patron records without having to obtain a court order. ALA withdrew its support of the bill, feeling it would be better to rely on state statutes to secure patron privacy than to have a federal law with the security-letter provision; the library portion was then stricken. The final version of the bill did not include the security-letter provision after all, and although it was rumored that the FBI would ask President Reagan to veto the bill without it, he signed the act into law Nov. 5.

Congress votes a weakened "Child Protection" act. In its final act before adjournment Oct. 22, Congress passed a comprehensive anti-drug bill that included the Child Protection and Obscenity Enforcement Act (*AL*, Jan., p. 8) as an amendment. At press time, ALA's Office for Intellectual Freedom is still working on its analysis of the watered-down act, but a last-minute revision appears to protect libraries and booksellers from sweeping confiscation of property beyond the obscene material itself. The term "obscenity" remains undefined, but a clarification provides that judgment of an item as obscene applies only to the jurisdiction in which the judgment was made, so a single jurisdiction won't be able to set a national standard for obscenity.

FY 1989 funding update. In addition to the appropriation bills reported on in last month's *Washington Wire*, in early October Congress passed the FY89 reauthorization of the two expiring LSCA titles, title V for foreign-language materials and VI for library literacy projects. Both were unchanged from the previous year. $4.73 million was appropriated for title VI; no funds have been appropriated for title V yet, but the authorization level is $1 million.

High-priced advice to LC. An Oct. 4 hearing of the Joint Committee on the Library of Congress revealed the three major recommendations made in an interim report on a management review of LC: 1) a clearer definition of responsibility, including better accountability for financial and human resources management; 2) a stronger service orientation in the top and financial management; and 3) a more efficient workflow. Consultant Arthur Young's tab for the study? $450,000.

Congress says "no" to NTIS contracting-out. During floor debate on the National Bureau of Standards FY89 reauthorization, Rep. Doug Walgren (D-Pa.) added an amendment prohibiting further contracting-out by NTIS (the amendment repeals a provision in the Omnibus Trade and Competitiveness Act that permitted contracting-out up to $250,000). Although existing contracts remain in effect and NTIS can still enter into joint agreements with the private sector, the amendment stymies the Department of Commerce's plans to privatize the agency.

NBS becomes NIST. A provision in the above-mentioned trade act extends the mission of the National Bureau of Standards by renaming it the National Institute of Standards and Technology. And the NBS-soon-to-be-NIST reauthorization also designates the Research Information Center (the agency's library) as a governmental function, protecting it from contracting-out—indicative of the support Rep. Walgren's science subcommittee has given anti-privatization efforts. —*G.F.*

(Washington Wire draws on ALA Washington Office news, but is written by the AL editors, who are solely responsible for its content.)

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Gould. She told *AL*, "I'm just glad it's over and we're back to business as usual." —*L.K.*

Software tycoon son honors librarian father with $10 million gift

A $10 million gift to the University of Washington will honor the late Kenneth S. Allen, the university libraries' former associate director. The gift, the largest ever received by the university, will be made by Allen's son, Paul G. Allen, for the enhancement of library collections and programs. Merle N. Boylan, director of libraries, told *AL* that funding priorities have "not been identified as yet," noting that news of the gift "came to us very suddenly."

The school's board of regents has also approved naming a new library, currently under construction, after the senior Allen to honor his 30 years' service to the university. A longtime ALA member, Allen began his career in 1951 as a reference librarian, became head of acquisitions in 1956, and associate director in 1960. He retired in 1982 and died in 1983, at age 63.

The new Allen Library will increase the space of the central library facility by about 50%, adding some 170,000 square feet. Designed by New York architect Edward Larrabee Barnes, the facility will cost approximately $33.6 million. "Barnes has done a beautiful job with the design," said Boylan. "It fits into the academic gothic style of the center of campus."

Paul Allen and William Gates III founded Microsoft Corp., now the nation's largest software company, in 1974. Allen left Microsoft in 1983 to found Asymetrix Corp., which specializes in business applications software. He recently purchased the Portland Trailblazers professional basketball team. —*T.G.*

Fists fly in Ohio—directors tangle over budget

The Franklin County (Ohio) Budget Commission has forced settlement of a funding dispute, after two library directors got into a slapping and punching match during negotiations. At a tense Sept. 27 meeting on how to divide $21.5 million in state tax funds among the county's seven libraries, Larry Black, director of the Public Library of Columbus and Franklin County, slapped the face of Robert Stafford, director of the Bexley Public Library.

Witnesses told the *Columbus Dispatch* that the fight started during a discussion of cost-of-living adjustments. "One minute we were talking," said Carol Pelz, director of the Grandview Heights Public Library, "and the next minute Larry lashed out." Stafford responded by punching Black "a few times," Pelz said.

Other meeting participants broke up the fight and the negotiations continued, but the libraries could not reach a unanimous decision by the deadline. The commission stepped in and imposed a compromise giving each library the same base amount as last year, with excess to be divided on a formula based 50% on the district population, 25% on circulation, 15% on service area, and 10% on building size.

The dispute centers on whether the formula should be based on district population, the plan favored by larger libraries including Columbus, or on registered borrowers, the preference of smaller libraries like Bexley.

Larry Black explained to *AL*: "Our library has only $15 support per capita while other libraries in the county get up to $130. We serve 76% of the population and we get 54% of the funds."

Calling Black's position "an attempt to cripple the suburban libraries," Stafford told *AL* that Black attacked him because his was "the most vocal and effective opposition. Bexley is required by law to serve the whole county, so with a population of 14,000, we have 28,000 users."

The Columbus library's board of trustees suspended Black for one week without pay after the altercation. The Bexley trustees took no action against Stafford, saying he acted in self-defense.

"It cost me $1,308, a week's pay," Black replied when asked about the incident. "But I haven't had a vacation since 1985. I needed the time off," he said, adding, "It's not something I'm proud of."

Before either was a director, the men worked together in 1977 at the Public Library of Columbus and Franklin County where, according to Stafford, "we had virtually no contact but were cordial." Both men refuted *Dispatch* implications that they had been involved in a long feud.

"I was attacked and I responded in kind," Stafford said. "There has been no apology to me." Black told the papers he was sorry the incident happened, but "that isn't an apology."

Though Bexley and Grandview Heights libraries opposed the Budget Commission decision, they filed no appeals, and the compromise stands. —*L.K.*



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Send all materials to Tom Gaughan, Managing Editor, *American Libraries*, 50 E. Huron St., Chicago, IL 60611, by February 6.

Soaked but still speaking

A talking book from the National Library Service for the Blind and Physically Handicapped, Library of Congress, sank in the North Atlantic earlier this year. It was part of a U.S. mail shipment that went down after a collision off the coast of Ireland. The mail container spent a week in the briny deep before the postal service recovered the waterdamaged items, which they drained, dried, and sent on their way with letters of explanation. The talking book recipient, a U.S. citizen living in Killiney, County Dublin, reported that *Remains to Be Seen*, a romance by Elizabeth Cadell, "played beautifully" and was apparently undamaged by the burial at sea. Says NLS/BPH Director Frank Kurt Cylke, "Talking books are designed to take rough handling, but this is most unusual. . . ."



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NETWORKING FOR CONSTANCE COOKE, Queens Borough Public Library director, ranged from communicating with a koala during the conference of the International Federation of Library Associations and Institutions in Australia last summer to hosting an INTA MEL conference in New York City at the end of September. Cooke is president of INTA MEL, the International Association of Metropolitan Libraries, an IFLA round table of 100 members in 40 countries.

Queens Borough was joined by Brooklyn, New York Public, and the Free Library of Philadelphia in entertaining the international visitors during the five-day parley.

"Page 56" remains "private"

NCLIS, under new exec, views priorities in Atlanta

Special to *American Libraries*
by Patrice McDermott

Patrice McDermott, assistant professor at the Atlanta University School of Library and Information Studies, is former assistant director of ALA's Office for Intellectual Freedom.

Under new Executive Director Susan K. Martin, the National Commission on Libraries and Information Science (NCLIS) got down to business at a meeting in Atlanta Oct. 27–28. In his report to the commission, Chair Jerald C. Newman noted that the major accomplishment of his tenure to date has been President Reagan's signing of the bill authorizing the second White House Conference on Library and Information Services. Newman said the commissioners should be proud of their role in bringing this authorization to pass.

Newman reported on his meetings with ALA and the Soviet library delegation in July. In his comments, he stated that he had been told by credible persons that two of the 10 Soviet delegates were not librarians. Newman went on to tell the commissioners that the July 14 *New York Times* reported that Vladimir Cherkakov, a Third Secretary of the Soviet Embassy, "supposedly for agriculture," attended Rep. Don Edwards' hearings on the FBI in June and collected papers and transcripts. Newman noted that the FBI's visit to libraries "hit a raw nerve in our library community, and apparently with the Soviets also."

In his report on the International Federation of Library Associations and Institutions conference in Australia, Newman noted that both Australia and the Netherlands are interested in establishing commissions similar to NCLIS and that Harry Horton (director general of the National Library of Australia) will travel to the U.S. next year to meet with NCLIS and other library groups in this regard.

Martin's five priorities

In her report, new Executive Director Martin noted five issue areas as priority concerns:

1) *Preservation.* Martin pointed out that this is a standing concern of NCLIS and cited the ongoing need for efforts at both the national and international levels.

2) *Electronic data.* Commenting on the amount of information, particularly governmental, that is created, edited, and disseminated solely in an electronic format, Martin said the "cultural audit trail" is jeopardized by these developments.

3) *National and international standards.* Martin expressed a particular concern about standards affecting transnational data communication, noting that the focus should be on both technology and issues of policy and philosophy.

4) *National information policy.* This is a segmentable policy area, said Martin, and NCLIS should identify an appropriate segment on which to direct its attention.

5) *Role of the Library of Congress.* Martin said that NCLIS should be prepared to respond to new proposals and directions on the part of LC. She added that she would like to see the commission become more pro-active and have a higher profile.

In keeping with an expressed desire to broaden the concerns of and the representation on the commission, Martin suggested that NCLIS consider the possibility of not holding its public meetings solely in conjunction with the meetings of professional associations (such as ASIS, which met in Atlanta immediately prior to the NCLIS meeting). She proposed that the commission meet at different *kinds* of institutions (e.g., an academic library, a publishing house, a paper-maker, an information-industry company) in different geographic areas, creating opportunities to meet with local and regional representatives.

"Page 56"

The only action taken by NCLIS at the Atlanta meeting was to ratify Newman's decision to continue to withhold page 56 of the transcript of the meeting between NCLIS and the FBI held Jan. 14, 1988, in San Antonio (*AL,* April, p. 244). Newman feels the page should remain "private" because it was a part of a private conversation about a third party. The commissioners unanimously approved Newman's decision. There was no discussion of the matter in the public portion of the meeting. (A one-hour, closed executive session was held Oct. 28.)

A SRRT founder

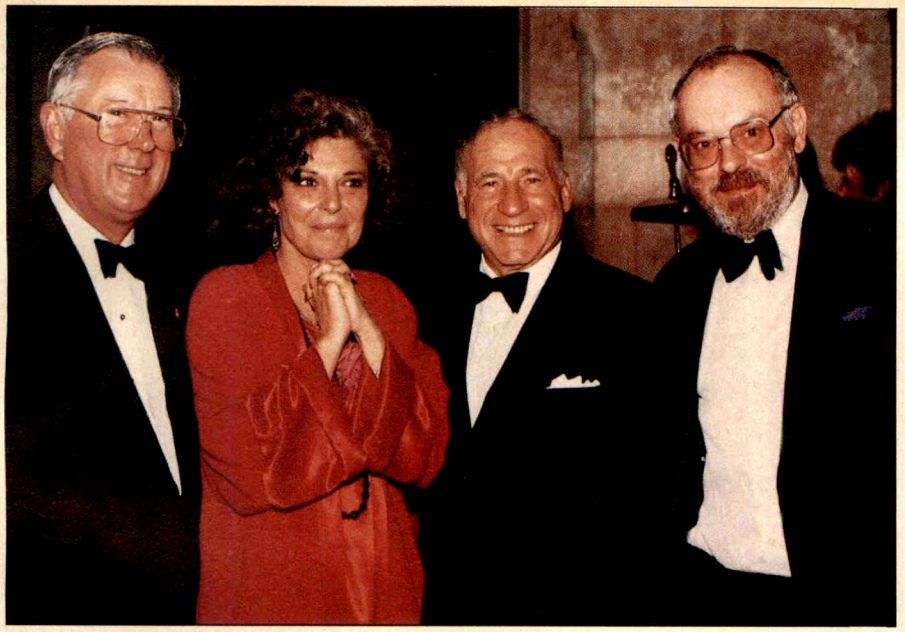
New Jersey director's career cut short by cancer

David P. Weill, director of the East Brunswick (N.J.) Public Library since 1979, died Oct. 27 of cancer at the age of 47. Long active in ALA and an early member of the Social Responsibilities Round Table, Weill was regarded by colleagues as a dynamic and enthusiastic community leader.

A graduate of Colgate, Weill received an MLS from Columbia in 1966. He was library director in Merrick, N.Y., in 1968–72 and for the Southwestern Connecticut Library System in 1972–75. He was associate executive director of the New England Library Board from 1976 to 1979. Weill was also vice-chairman of the Central New Jersey Chapter of the National Conference of Christians and Jews, a member of the East Brunswick Chamber of Commerce, coach of youth sports, a member of the township planning board, and township administrator in 1984–85.

Robert Croneberger, director of the Carnegie Library of Pittsburgh, worked with Weill in 1968 on the steering committee that formed SRRT and remembers him as "a gadfly who was constantly challenging us to make sure we had our priorities straight."

Surviving are his wife, Marianne Cooper Weill, and children, Daniel and Sarah. Memorial gifts may be sent to the East Brunswick Public Library, 2 Jean Walling Civic Center, East Brunswick, NJ 08816.



THE STARS CAME OUT FOR USC LIBRARY. On hand for a Friends benefit, Anne Bancroft, with Mel Brooks and Hugh Whitemore to her left, joins librarian Charles R. Ritcheson in the Doheny Memorial Library, University of Southern California. Friends of the USC Libraries presented the first annual Scriptor Award Oct. 18 to *84 Charing Cross Road* for "best realization of a book as film." Honored were scriptwriter Whitemore; Helen Hanff, author of the autobiographical story of her 20-year correspondence with a London bookseller; Bancroft, who played Hanff in the film; and Brooks, the executive producer. Also on the bill at the $150-a-seat benefit were assorted writers, producers, and directors, including Carl Reiner, Hal Kanter, Nicholas Meyer, Leo Buscaglia, and Jack Valenti, president of the Motion Picture Association of America. The 1987 film is available on videocassette at $79.95 from Columbia Pictures.

Cline new dean at Penn State

Nancy Cline, formerly assistant dean of Pennsylvania State University Libraries, became dean Oct. 1. She succeeds Stuart Forth, who led this major academic library for 15 years before retiring in September. Announcing the appointment, Penn State President Bryce Jordan said, "Nancy Cline brings a distinguished and progressive career in library science to the dean's post."

Cline began her career at Penn State in 1970 as a documents librarian. She served as head of that division from 1971 to 1980 when she became head of the Bibliographic Resources Department. She won the 1983 Documents to the People Award, presented by the Congressional Information Service and the Government Documents Round Table of ALA, in recognition of her contributions to federal documents librarianship. From 1984 until her Oct. appointment, Cline served as assistant dean and head of the bibliographic resources and services division.

In 1987, Nancy Cline chaired the Penn State Commission for Women, and she served on the Strategic Study Group on the Status of Women in 1985-1987. She has written for several publications in her field and has delivered papers on documents management and on electronic information systems at ALA Annual Conferences.

Cline has a bachelor's degree in English and an MLS from the University of California/Berkeley.

In referendum:

KC library wins freedom from school board—at a price

In their long struggle to win legal separation of Kansas City (Mo.) Public Library from the public school system, KCPL boosters had assumed that victory would strengthen library resources. But while voters were approving the split by a 70% margin Nov. 8, school administrators were proposing that the main library pay commercial rates for space it occupies in the Board of Education building.

With area leases averaging $10 per square foot, KCPL could incur $1.7 million annually for rent. The library's 1988–89 budget is $8.9 million, with $1.2 million for books.

School officials also asked that the library vacate areas now housing the Children's Library, some administrative offices, and closed stacks that fill the building's 35,000-square-foot basement. School board members removed the basement



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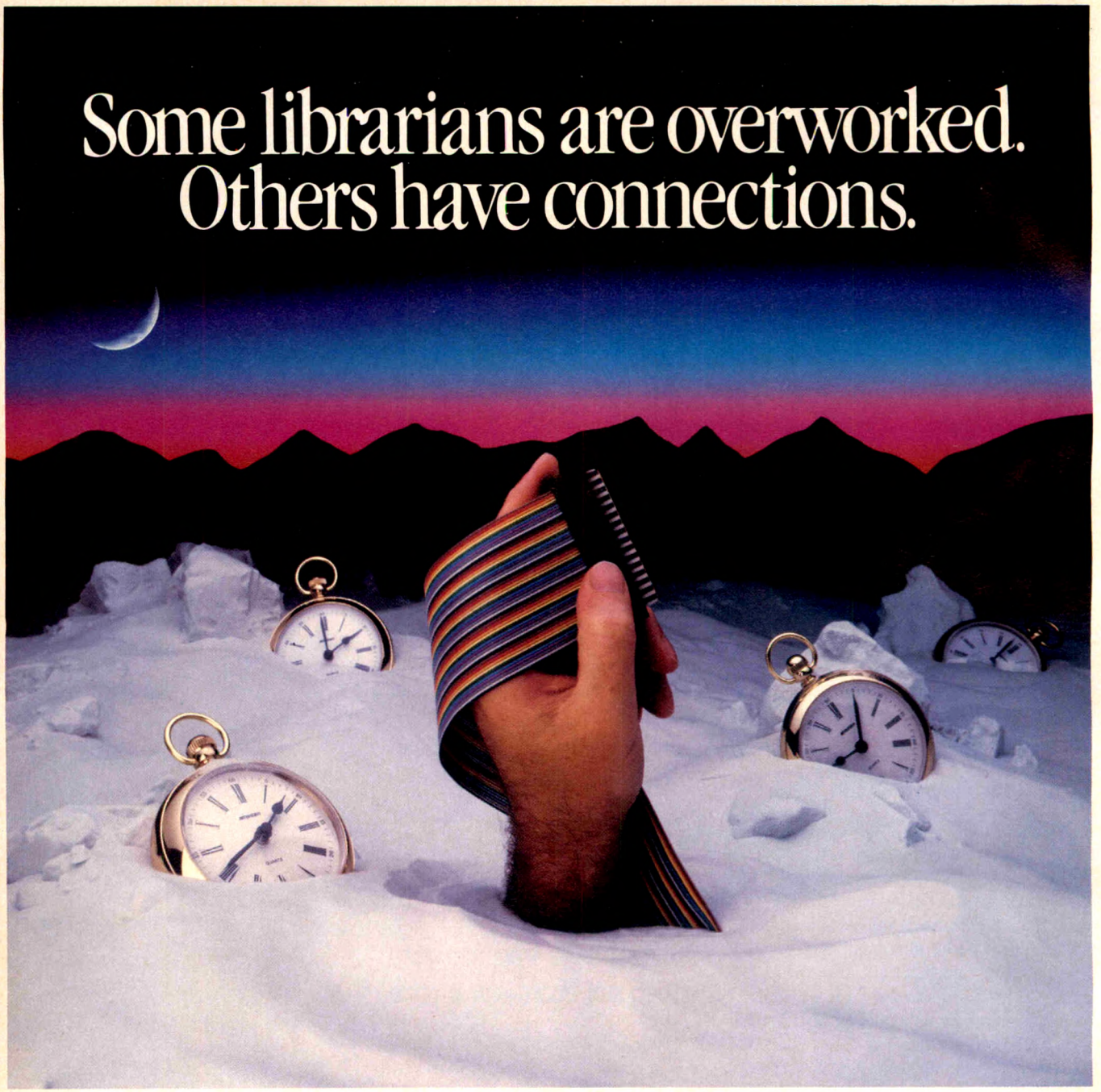
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On Line With the Future.

IMAGE: How they're seeing us



Ed O'Neill as Al Bundy confronts Lu Leonard as Miss DeGroot.

IN A HILARIOUS NOV. 6 SEGMENT OF "Married with Children," a television series from the Fox Network, a librarian character plays the "heavy." This domestic sitcom features the *under*-idealized family of Peg and Al, their children, and a dog. While cleaning the family attic, Al, one of life's perennial losers, uncovers a book that is 27 years overdue at the library.

In flashback, Al recalls the librarian, overeating Miss DeGroot, a hateful woman embodying some of the worst stereotypes. He goes back to the library in the present to return the book and finds DeGroot *still* there, still spooning mounds of sugar into her coffee—and wielding a fine of $2,163 for the overdue book.

He distracts her long enough to sneak the book back onto the shelves. Surveillance cameras have picked up Al's sleight of hand on film, however. The film plays on the evening news, which holds up Al and his family to public scorn. All must wear paper bags over their heads.

In a final scene, DeGroot tells Al: "I've worked at this library 44 years. I was eligible to retire 3 years ago. Do you know why I stayed?" Al replies, "You learned to eat books?" DeGroot says, "To catch you!" Producers Ron Leavitt and Michael Moye wrote the script.

DODGER PITCHER OREL HERSHISER, The World Series MVP, was described by his receiver, Mike Sciosia, recently: "Orel's been held back because he looks like a librarian. But who's ever done anything like this?" (His stats in postseason play broke major league records.) Cataloger Richard Worthing sent an Oct. 24 *Sports Illustrated* clipping with the above quote, suggesting that ALA should take advantage of the perception and attempt to recruit the ace for a "Read" poster campaign. *Philadelphia Inquirer* sports columnist Bill Lyon extended Sciosia's observation in an Oct. 30 column: "What is intriguing is that for all his athleticism, Orel Hershiser . . . looks bookish . . . but he is also, most emphatically, 'a jock.' . . . he has reminded us that those two can coexist . . . " Clippings came from Philadelphia's Joyce Post and New Jersey consultant Kathleen Mulroy.—*E.McC.* □

from the list of space requests after touring the area, which holds 400,000 books.

One school board member told the *Kansas City Times* that the school system is also hard pressed for funds, which it needs to execute a court-ordered desegregation plan.

Library director Daniel Bradbury told the *Kansas City Star* Nov. 9 that school administrators, who had treated KCPL well in recent years, were now behaving like parents who, after nurturing their children, "impound a major portion of [their] savings" before sending them out into the world. He learned of the proposals hours before the school board considered them.

Founded in 1873, KCPL has sought independence from the school board since the early 1900s. After winning its own 39-cent millage in 1974, KCPL gradually moved all its facilities off school board property except for the main library and the Plaza Branch. Though KCPL took title to the Plaza facility in 1987 library-district enabling legislation, it did not dispute the school board's sole ownership of the 12-story headquarters. KCPL had paid 66% of the building's construction costs, plus annual utility and maintenance costs.

"Disappointed but still optimistic," Bradbury told *AL* that the two sides may not reach a compromise before January. By then, KCPL will have its own nine-member board, appointed initially by the Board of Education.

Said Bradbury, "The new board [will] deal with a library-based agenda, and that should be of benefit to the community at large." —*B.G.*

H.P. Kraus—a rare bookman

Hans Peter Kraus, renowned bibliophile, collector, and dealer of rare books and manuscripts, died Nov. 1 of pneumonia at his Ridgefield, Conn., home. He was 81.

Best known by librarians as chairman of Kraus-Thompson Organization, which also owns the Bettmann Archive, Kraus began his career in Vienna, where he opened his first book shop in 1932. Forced to flee the Nazis, he opened a shop in New York in



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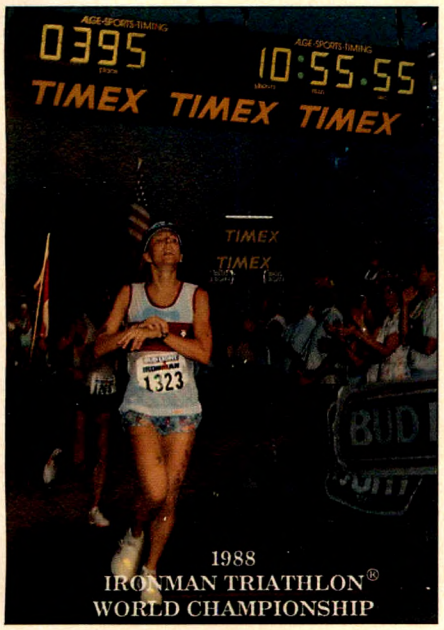
The productions are very professional and were well received by the library managers. We will be utilizing them in staff training and awareness sessions.

Judy I. Evans
Communications Manager
Pikes Peak Library District

1939 and remained active there until shortly before his death.

Turning a love of books into a sizable personal estate, Kraus was honored by the Library of Congress in 1980 for his donation of the Drake Collection, made up of priceless maps, manuscripts, and artifacts relating to the life of 16th-century English sailor-explorer Sir Francis Drake.

His shop, H.P. Kraus, will be operated by his wife and daughter. —*T.G.*



Laura Sophiea

Iron(wo)man librarian

Hawaii's grueling Ironman Triathalon is the premier athletic event of its kind. Five thousand top international athletes vie for the privilege of swimming 2.4 miles, cycling 112 miles, and running 26.2 miles.

Rochester, Mich., school librarian Laura Sophiea not only qualified, but finished third in her age group (30–34), 33rd among 288 female entrants, and 393rd in a field of 1,388.

Sophiea, librarian at Rochester's Adams High School, completed the 140.6-mile course in 10 hours 55 minutes. The women's winner, a professional, finished the October 22 race in just over nine hours.

"This is my third year of racing," she told *AL*, "and my second Ironman." After being notified of her qualification, Sophiea trained 30 hours per week for seven weeks preceding the race. "Normally, I train about 15 hours each week."

Sophiea started racing after her second child was born, and credits "a husband who takes care of the kids so I can go on six-hour bike rides." The event is expected to air on ABC's *Wide World of Sports* in January.

U.S., Japanese librarians hold bibliographic summit

Improving social and economic development through improved global information flow was the goal of some 80 U.S. and Japanese librarians meeting Oct. 3–6 at Wingspread Conference Center, Racine, Wisc. Represented at the bi-national bibliographic summit were academic, special, and federal libraries, as well as bibliographic networks from both countries.

Presented papers and working group sessions benefited from bilingual participants and simultaneous translation. However, delegates discovered that sharing bibliographic data is tremendously complex because of language differences—among them the constantly growing Japanese character set, which numbers over 4,000 *kanji*. John Haeger, vice president of Research Libraries Group (RLG), described computer indexing of bibliographic records in the two languages as "hexidecimal babble."

Other issues included the need for continuing international effort in preservation.

U.S. bibliographers noted that a sagging dollar has decimated acquisitions in many libraries and that too few U.S. librarians are qualified to select and process Japanese materials. Having Japanese librarians serve short-term consultancies in U.S. research libraries was proposed.

Delegates agreed to plan for a future meeting, to be held in Japan in 4–5 years, to build on the success of this year's summit. Largely responsible for the continuing meetings is Theodore F. Welch, director of libraries, Northern Illinois University, who provided background for this report.

—*T.G.*

news in brief

Librarian wins Hefner Award. Herbert Foerstel, head of branch libraries at the University of Maryland, has won the 1988 Hugh M. Hefner First Amendment Award for Education for his stance against the FBI's Library Awareness Program. Foerstel criticized the program at a June hearing of the House Subcommittee on Civil and Constitutional Rights, describing its threat to the rights of libraries and their users.

NLS/BPH starts talking book club. Next spring the National Library Service for the Blind and Physically Handicapped will launch a talking-book World Literature Club, modeled after the popular for-profit print book clubs.

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Ann Williams, Director, Alachua County Public Library, FL

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with the sounds and accents of those countries," said Frank Kurt Cylke, NLS/BPH director.

Initially, WLC will be a two-year pilot project in cooperation with the NLS/BPH's counterpart libraries in other English-speaking countries. WLC will lend its patrons audio cassettes of bestsellers and long-time favorites recorded in such countries as Australia, Canada, Great Britain, Ireland, South Africa, and New Zealand.

For club membership details, contact Frank Cylke at NLS/BPH.

King County, others, win big. In pre-November referenda, two libraries in Washington State and the Howell (Mich.) Carnegie Library won at the polls.

Voters passed a sensational $67 million bond issue for the King County (Wash.) Library System Sept. 20. The package will build 13 new libraries, expand and refurbish several buildings, and purchase books and materials. The new revenue will also allow expansion of the traveling library center and installation of a computerized catalog system.

"This is the largest library bond issue passed in this country," announced Herbert F. Mutschler, KCLS director, in September. Library circulation in King County has doubled since 1980 to a record 8.4 million in 1987. The bond issue passed by 64%.

Voters in Hoquiam (Wash.) supported two-to-one a $1.94 million bond issue to restore and expand their 77-year-old Carnegie library.

On Oct. 4, voters in Howell (Mich.) approved the creation of a district library with the authority to levy a one mill tax. They also approved the sale of $4.525 million in bonds to quadruple the library and restore the original building. □

QUICK BIBS: Classic and recent books on a timely topic

by Bill Ott

Bill Ott, who writes this column freelance for American Libraries, *is editor of ALA's* Booklist.

CHRISTMAS

IT'S NOT EASY TO WRITE FICTION about Christmas, what with clichés lurking behind every holly branch. Sentimentality is a bad word in the modern world, and Christmas without sentiment is just a paid vacation day.

Still, as a cultural phenomenon, Christmas offers writers a resonant metaphor; the love-hate relationship many of us have with the holiday captures perfectly the split in our national psyche between yearning for independence and individual freedom, on the one hand, and hungering for the stability and sense of shared experience that are at the core of traditional family life, on the other hand.

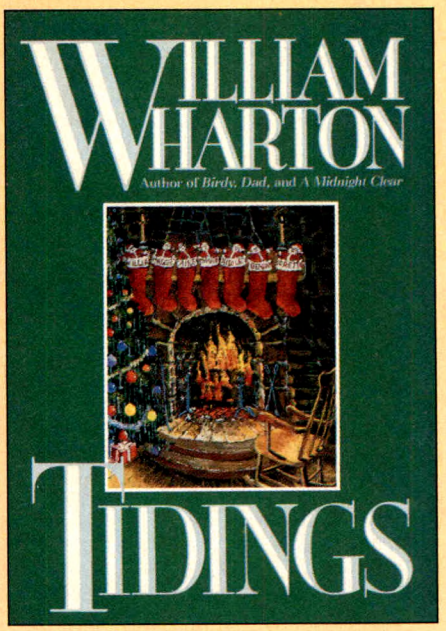
Christmas usually brings us home, and most of us have never really decided if we like that or not. Is domesticity a subtle form of entropy, or is it the key with which we can unlock the best part of ourselves?

The books listed below all address these questions in one fashion or another. None of them are exclusively, or even predominantly, about Christmas, but they all use the holiday to ponder the curious ways that families bring us together and tear us apart.

Baldwin, James. *Just above My Head.* Dell, 1980 (orig. pub. 1979), $4.95 (0-440-14777-8).

When tensions at Christmas dinner become too great to bear, Hall Montana retreats with his father to a deserted Harlem bar, where they drink whiskey, play carols on the jukebox, and chat with the lonely bartender. This scene, only a few pages in the midst of a sprawling, passionate, unjustly neglected novel, reflects all the unsettling contradictions of Christmas: the melancholia that lurks behind the gaiety; the remarkable tenderness that, against all odds, somehow manages to surface on December 25.

Constantine, K. C. *Upon Some Midnights Clear.* David Godine, 1985, $15.95 (0-87923-570-5).



Will, "a philosopher without a working philosophy," gathers his family together to celebrate Christmas and attempt to resolve a daunting array of human dilemmas.

It's a hard-boiled Christmas in Rocksburg, Pa., where chief of police Mario Balzic can't keep from worrying about "life's stinking little realities." There's the question of how to deal with Mrs. Gorbin, who faked a mugging to cash in on a charity drive, and there's the nagging problem of remembering to buy a Christmas tree. Mario, a corpulent, curmudgeonly cop with the heart of Santa Claus, never quite solves his problems as well as he would like, but that's "stinking reality" for you.

Dickens, Charles. *The Pickwick Papers.* Bantam, 1983 (orig. pub. 1837), $4.95 (0-553-21123-4).

Chapter 28 of *The Pickwick Papers* stands as literature's most perfect Christmas. The indefatigable Pickwick and cronies spend a charmlingly hedonistic holiday drinking and eating in the country: "They sat down by the huge fire of blazing logs to a substantial supper and a mighty bowl of wassail, in which the hot apples were hissing and bubbling with a rich look and a jolly sound that were perfectly irresistible."

Kennedy, William. *Ironweed.* Viking, 1983, $14.75 (0-670-40176-5).

It isn't quite Christmas when aging hobo Francis Phelan, who deserted his family as a young man, turns up at his Buffalo home with a 12-and-one-half-pound turkey under his arm. "Everything is easier than coming home," Francis thinks as he meets his wife and children, "even reducing yourself to the level of social maggot, streetside slug." No, it isn't Christmas when Francis comes home for dinner, but it might as well be, for all the tension, unresolved conflict, and world-weary love hanging in the air.

Theroux, Paul. *The Consul's File.* Houghton, 1977, $12.95 (0-3395-25399-3).

"White Christmas," like the other stories in this fine collection, is narrated by the newly appointed American consul in Malaysia. Heat permeates all in the steamy village of Ayer Hitam, even the annual Christmas party attended by a bedraggled group of Anglicized misfits—"the Empire's orphans." Like the bits of holly taped to a potted palm, Christmas in Ayer Hitam is largely sham, "cheerless talk of other Christmases, of things no one had ever seen, of places they had never visited."

Wharton, William. *Tidings.* Holt, 1987, $17.95 (0-8050-0532-3).

In Wharton's moving family drama, Will and Loretta are gathering their family together for a Christmas in the French countryside. Beneath the surface of this idyllic reunion, however, lie the mess and muddle of human relationships. This family under siege finds no answers in their Christmas stockings, but they do find the strength to endure. Wharton is sentimental, to be sure, but it is a hard-won sentimentality, the product of looking at life with unflinching honesty and refusing to say no. □

Second LITA national conference

Library technology: An interesting mess?

Some 1,700 participants explore such points of "interest" as information gridlock, cumulative inertia, cognitive overload, and chaos

by Gordon Flagg

SEVERAL OF THE SPEAKERS at the second national conference of ALA's Library and Information Technology Association referred to the ancient Chinese saying that can be interpreted as either a blessing or a curse: "May you live in interesting times." The diversity of the programs and events presented at the gathering, held in Boston Oct. 2–7, probably sent most participants home believing that they were the most blessed and cursed librarians of all time.

Some 1,430 paid registrants (plus 381 exhibitors) investigated all aspects of library technology in a number of ways: by attending Sunday afternoon technology seminars offering overviews of six basic areas (microcomputers, optical systems, expert systems, desktop publishing, telecommunications, and integrated systems); by attending any of six skill-oriented postconference workshops; by dropping in on some 50 showcases—informal "poster sessions" where librarians demonstrated their latest projects; or by visiting the 128 exhibit booths, ranging from online system vendors to "traditional" print publishers.

At the heart of the conference, though, were 40 90-minute "technical sessions": programs on topics ranging from the nuts-and-bolts technologies commonplace in libraries today—microcomputers, online catalogs, database searching—to expert systems, remote access, and other developments just beginning to carve out a place in the field.

Keynoters note need for change

In addition, a pair of keynote speakers offered the conferees observations on how libraries must change to meet the challenges of the information age. For the past five years keynoter Steven R. Lerman has been director of Project Athena, an effort at the Massachusetts Institute of Technology to develop a single, campuswide information network delivering services to end-users on request.

Lerman opened his talk on information systems of the future by observing that the current methods of information storage and delivery are "fraying around the edges" and showing early signs of obsolescence. These signs include the explosion of non-text information that is not being effectively integrated into the system; the struggle of the existing legal and regulatory institutions to deal with the new technologies; the decreased reliance by researchers on formal publication; the increasing number of specialized, disparate databases; and a growing sense of information overload, which Lerman said is bringing the system to the point where it won't be able to absorb any more information—"the equivalent of knowledge gridlock."

Offering a laundry list of new initiatives that librarians and technologists should explore during the next decade, Lerman called for libraries to participate in the electronic collection and distribution of researchers' working papers, and to treat nonprint information equal to print, rather than maintaining separate collections for video, sound recordings, and other media. Lerman also hopes to see the development of electronic journals, catalog unification across libraries, and interlibrary loans becoming "more a movement of information than a movement of paper."

Among the obstacles to such progress: libraries are too small a market to drive the technology; cumulative inertia ("The more paper we have, the more of our resources go into maintaining it."); lagging standards that inhibit a major commitment of resources; and the high cost of experimentation, with no immediate payoff.

But, assuming these barriers could be overcome, Lerman predicted the restructuring of the relationships among authors, publishers, printers, and libraries (libraries will become more like publishers); a shift in emphasis from ownership to use of information; a greater emphasis on catalogs and less on collections; a transformation of the role of the librarian, at least in the eyes of the user; a migration from the concept of the library as a "place" to the library as a "service"; and the evolution of a unified world library—"Library may eventually have no plural form, but be simply 'the library.' "

Scrolls to online

The following day's keynoter was Harvey Wheeler, who viewed the role of libraries and information-dissemination through history, from ancient scrolls through today, when "we are on the verge of the electronic library."

Wheeler, who holds the Martha Boaz Distinguished Research Professorship at the University of Southern California, related the historical effect that the form of the book (or other information-storage device) has had on the form of knowledge. Describing how mass-produced books changed university teachers from "readers" to "lecturers," Wheeler concluded that "the university today is an extension of the Gutenberg book the way the modern city is an extension of the car."

Much of Wheeler's address was adapted from his work, *The Virtual Library: The Electronic Library Developing within the Traditional Library*, set in the year 1993 and visualizing a library/workstation from which scholars can access a wide array of information. *The Virtual Library* has been published electronically by Wheeler.

"The library is the fulcrum of historical change," said Wheeler. Like Lerman, Wheeler predicted that libraries would take the role of publishers, compiling issues of electronic journals tailored to the individual reader.

Librarians will have to become "knowledge impresarios," leading teams of subject experts and media experts, if they are to serve as the interface between information and users in this fashion. The process will be time-consuming and capital-intensive. "But somehow it has to come and somehow the library is going to be the focus," concluded Wheeler.

Networking CD-ROM

A session on optical information service in a network environment explored making CD-ROMs and other optical products more cost-effective by permitting access by multiple users simultaneously. Helen Riepma of West Texas State University described the Harrington Library Consortium's project allowing users to access CD-ROMs through any of the network's



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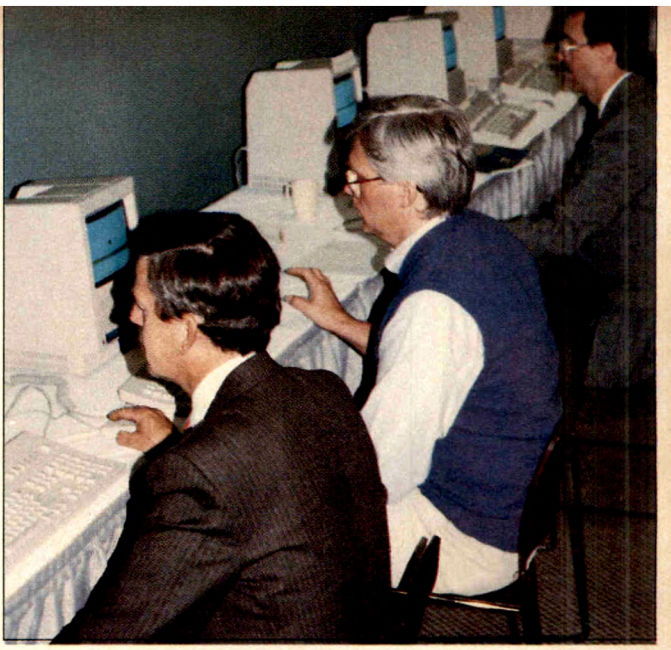
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THE FUTURE'S SO BRIGHT, I GOTTA WEAR SHADES. Ann Bevilacqua (left) models the wardrobe of choice for the well-dressed library technocrat. Bevilacqua and her husband David Lewis authored a hypertext program offering information on conference programs and speakers, Boston restaurants and attractions, and other data. Conferees could access the program—and get hands-on experience using hypertext—on a row of Macintosh computers donated by Apple (above). Bevilacqua's next project is an article on hypertext in libraries scheduled for a future issue of *American Libraries*.

160 terminals. At this time the system is only used by staff, although the goal is to extend access to the public. However, the project will be limited to CD-ROMs produced by nonprofit groups unless vendors permit licensing for network use.

The commercial vendors invited to speak on licensing and other copyright issues declined, saying they were still formulating their policies in this area. However, Utlas' Parke Lightbown addressed other business considerations. He cited such trends as per-node pricing (benefiting the smaller user), user-interface standards (under pressure by increased networking), and lower-priced alternative products such as abridged or excerpted versions of databases. Since the library community is the largest user of CD-ROMs (and will remain so in the near future), it must decide which direction it prefers—going toward networks or lower prices per disc—and it must express this preference to vendors; otherwise the business community will control what happens.

Hyping hypertext

Calling hypertext "one of the hot topics in computing these days," Raymond DeBuse of the Woodard Bay Co. moderated a panel on its development and applications. DeBuse defined hypertext as "nonsequential writing and reading with active cross-references under user control." He stated the basic elements of hypertext as: a body of text of other data in one or more files; hierarchical, lateral, or other types of links; a graphic interface to navigate across the linkages; and an online, interactive format.

"A linear train of thought reflects the author's brain patterns, not the reader's," said Joe Cavanagh of SUNY/Stony Brook. Hypertext, on the other hand, allows personalized structure of knowledge by creating alternate pathways. Problems faced by users of nonlinear text can include getting lost among the linkages and "cognitive overload," said Cavanagh; hypertext developers can help by supplying graphical wayfinders and filters to screen out views not relevant to the user's current needs.

Technology & freedom of information

"Information always has a social character," said legal consultant Donna Demac at a panel looking at technological and political developments threatening freedom of information. "This wonderland of new technology is highly unstable," said Demac, citing such trends as the extension of copyright into such areas as semiconductors and the "look and feel" of software; the change in government information policies for the sake of "competitiveness"; and the skyrocketing number of industry mergers and acquisitions. Demac feels that the increased perception of information as a commodity "jeopardizes one of the central missions of a library: its archival function."

New York University's Nancy Kranich focused on government policy toward electronic information. Calling the government's distribution of information in electronic format "nothing less than chaotic," Kranich said that librarians can make a difference: "We've got to stand firm and stand clear and be persistent as well as consistent."

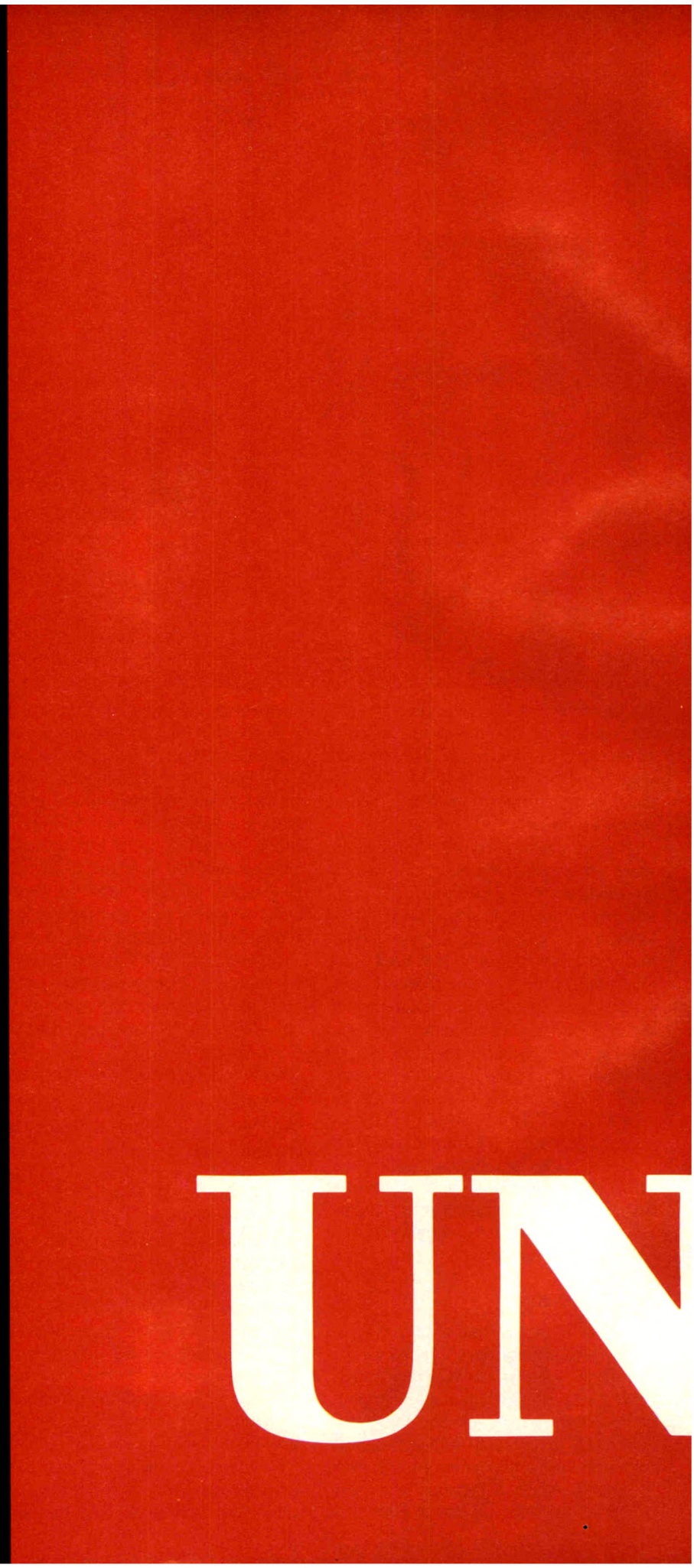
Endorsing end-user searching

"Librarians have been intimidated—if not threatened—by end-user searching," said James Rice at a panel on the topic, adding that a more moderate posture has been developing recently. A study conducted by Rice at the University of Iowa shows that students felt end-user online searching has had a positive effect on the role of the librarian. He observed that the number of products devoted to end-user searching is increasing, their costs are declining, and a common command language is developing. Users are pleased with the opportunity to perform their own searches, said Rice, but he warned that there is a question about the quality of their searches and the information they find.

A study of end-users of BRS After Dark conducted by Geraldine Walker at SUNY/Albany both confirmed and refuted Rice's fears. End-users performed nearly as well in precision and recall as intermediaries conducting the same searches, producing just about as much useful information; however, the searches conducted by the end-users took nearly twice as long, resulting in a much higher cost per document.

(More LITA reports on p. 934.)

Getting a 20/20 view of the 80/20 rule.



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Additional LITA sessions

Expert systems not yet clones of librarians

Special to *American Libraries*
by Janice Woo

TECHNOLOGICAL CHANGES ASsociated with library automation have, for the most part, been heralded as advances into a new, improved realm of librarianship. Machine-readable databases, online cataloging, and integrated systems provide an environment where more information is more readily available, where the drudgery of mundane tasks is given over to machines, and where information professionals have the time and energy (if not money), to pursue the headier endeavor of creating new and enhanced services for their users.

Moderating a panel on "Expert Systems," Donald E. Riggs of Arizona State University explained that the initial, integrated systems phase of library automation has now given us the basic means of accessing bibliographic information. With this technology behind us, Riggs said, the next step is the development of expert systems or "intelligent" machines. He defined these systems as a subset of artificial intelligence, where machines emulate human reasoning and problem-solving. Expert systems consist of a knowledge base, an inference engine or reasoning mechanism, a user interface, and some sort of explanation mechanism.

Rao Aluri of Burr-Brown Corp. outlined possible applications for expert systems: reference and referral, cataloging, indexing, database-searching, and decision-making. Aluri said the objective of these applications is to improve both productivity and quality. For Riggs, expert systems would not replace librarians, but would "target intellectual aspects of librarianship" and produce an improved environment for the practice of librarianship.

Powerful suggestions

Four applications of expert systems for reference service were presented in a session moderated by R. Bruce Miller of the University of California/San Diego. Although he felt that "very few are actually developing true expert systems," Miller nevertheless saw the existing systems as powerfully suggestive of what is possible.

Expert system prototypes currently being developed at the University of Houston were described by Charles Bailey. These frame-based systems will assist users in selecting appropriate bibliographic indexes by querying the user with a series of menu screens.

At the University of Vermont, the online searching needs of the science faculty prompted the development of an expert system that would be a "clone" of a professional searcher. This system, described by Craig Robertson, would aid the searcher (in this case not an end-user) in identifying proper vocabulary, adjusting precision and recall, and selecting appropriate search keys.

In supporting Miller's viewpoint, Gladys Bell of Case Western Reserve University noted that she liked to call their system, which helps users to select appropriate CD-ROM databases, a "fake AI." Philip Arny, now at the University of Minnesota/Minneapolis, described problems he encountered in developing two experimental expert systems that he built on a knowledge hierarchy using about a thousand rules. Arny feels true expert systems for reference service might be "a bad bet" because reference work requires such a wide range of knowledge, within a loosely structured framework, in an environment with little control over the user group. With the efficacy of these incipient systems already quite apparent, however, Miller wondered, "Does it really matter if automated reference assistance is truly an expert system?"

Changing roles

In the face of these technological advances, a matter of greater concern is the need to reevaluate, if not restructure, the very nature of libraries and librarianship. In the session on "Changing Roles for Public and Technical Services Staff," Charles Martell of California State University/Sacramento denoted the difference between change and transition in this context, citing a fundamental transformation that will include a move from action-centered to intellectual skills. His colleague Stanley Frost noted that the changes in library technology can lead the way to a democratization of access and thus de-emphasize the role of librarians as gatekeepers, or preservers of collections.

On the other hand, consultant Susan Baerg Epstein concluded that the "owner of information owns power." According to Epstein, libraries have two options in dealing with technological change and its ramifications: they can change the prevailing culture, or they can change according to that culture.

In a program on "How Systems Are Used," Richard Giordano told of one such choice in describing a project at Columbia University: "We as librarians changed the technology to suit the needs of our patrons rather than the other way around. This was neither easy to do, nor was it inexpensive in terms of staff time, but...we truly believed we were practicing librarianship at its best." □

Janice Woo is head of technical services at the Brooklyn (N.Y.) Museum library.



In the exhibit hall, OCLC's Sonya Thelin demonstrates the new CD450 compact-disc cataloging system to Lynda Brown of the National Research Council.

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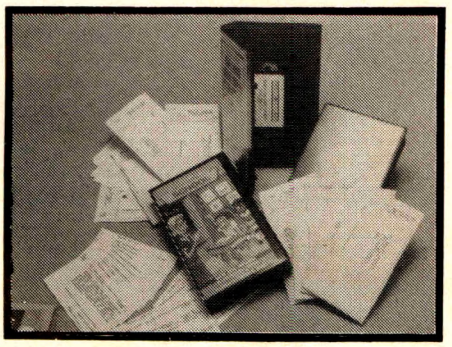
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Lead-in to LITA:

Library automation as utopia

A "confluence of visionaries" takes place in Boston as utopian scholars set the stage for information professionals

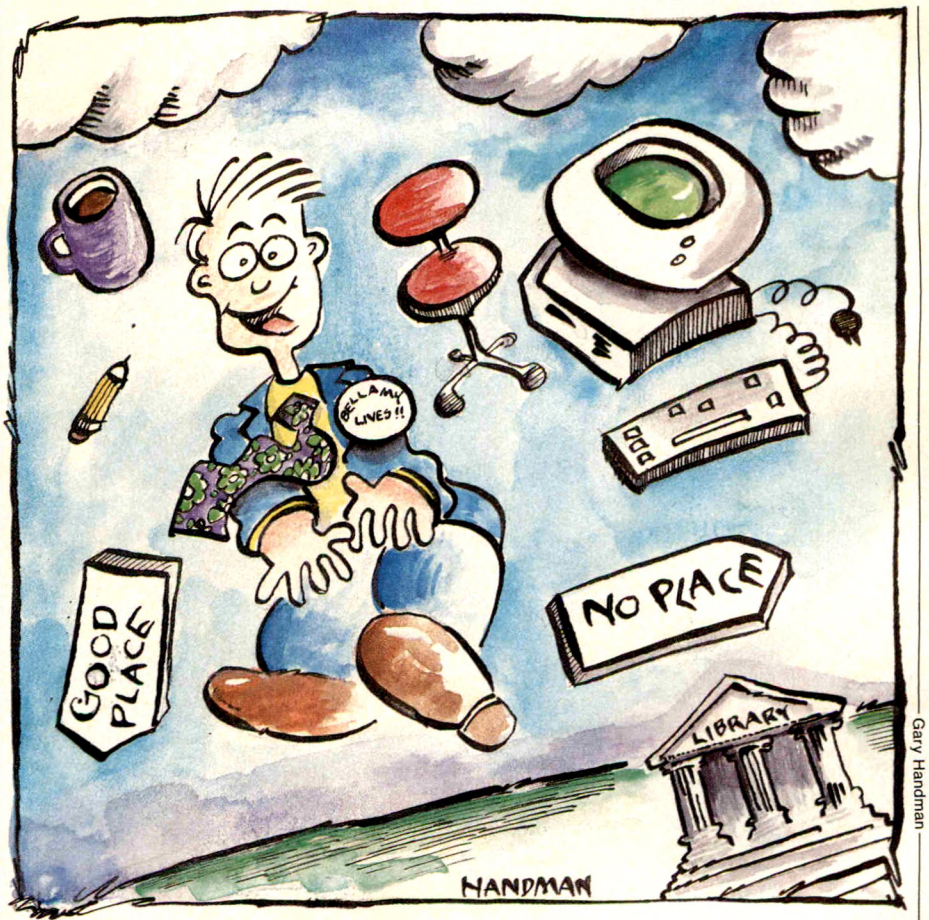
by James J. Kopp

IN LATE SEPTEMBER A FEW hundred members and friends of the Society for Utopian Studies and the New England American Studies Association convened in Boston, marking the centennial of Edward Bellamy's *Looking Backward, 2000–1887*. Bellamy's novel, which presented an ideal society based on the nationalization of all industry, sparked an outburst of American utopian writings that lasted well into the 20th century.

A few days later in the same city (and, in fact, in some of the same hotels) a much larger group of information professionals gathered at the second national conference of the Library and Information Technology Association (LITA) to discuss a broad array of topics related to library automation. The timing of these two events prompts some reflection on the possible links between the two.

One connection between these two gatherings is this author. As a utopian scholar, a member of the Society for Utopian Studies, and a longstanding student and admirer of Edward Bellamy (1850–1898), I presented not one but two papers at the Bellamy conference. A few days later I wore the hat of a systems librarian (the position I hold at Washington State University) and served as moderator of a technical session at the LITA conference on "Scholarly Databases in the Humanities." There may be others who attended both conferences in Boston, but I doubt if there are very many utopian scholar/systems librarian types out there (If there are, I would like to learn about them, as I see an ALA interest group in the making!).

The link between the two conferences, however, is not just a personal one. As I have stated on probably far too many occasions to the unfortunate individuals within earshot, the spheres of utopia and library automation are not very different. In fact, at times they seem to occupy the same plane.



Gary Handman

"No place" or "good place"?

Take the word "utopia" itself. Coined by Sir Thomas More in his famous work *Concerning the Best State of a Commonwealth and the New Island of Utopia* (more commonly known as just *Utopia*), the good saint may have been playing a 16th-century pun (it was a good century for puns), as the word "utopia" is either compounded from the Greek "ou" and "topus," meaning "no place"; or it may be from the Greek "eu" and "topus," meaning "good place."

For centuries debate has focused on what More was trying to imply (and many frustrated scholars probably would have beaten Henry VIII to Sir Thomas if they'd had the opportunity). In general, however, up to the 20th century the word has meant a non-existent good place or, as my trusty Webster's notes, "any idealized place, state, or situation of perfection."[1]

Now take library automation. Many individuals out there believe that technology in libraries (or anyplace, for that matter) is equivalent to "no place" (This group may or may not include university officials, legislators, city or county officials, and other money-granting authorities). Another group as large if not larger sees library automation as the "good place" (Most of these types are from within the libraries). And there is probably a part of both

James J. Kopp is systems librarian at Washington State University in Pullman.

groups, plus others, who view library automation as an "idealized place, state, or situation of perfection."

The similarities go beyond the perceived views of utopias and library automation. Examine the theme of the LITA conference: "Effective Technology, Excellent Service: Putting the Pieces Together." The concept of that theme could be taken from several of the 200+ utopian writings produced in the United States in the last two decades of the 19th century and the first two of the 20th. Technology is very much part of the utopian literary expression during that period, a point Howard P. Segal makes in his 1985 book, *Technological Utopianism in American Culture*.[2] Putting the pieces of technology and service together is precisely what many of these literary schemes attempt to do and the result is, of course, utopia. Bellamy presents several examples of this convergence of technology and service in *Looking Backward,* one of the most intriguing (and relevant to the subject of technology and libraries) being in the chapter he devotes to publishing. In a footnote in that chapter Bellamy also acknowledges improvements in the libraries of the ideal state:

> I cannot sufficiently celebrate the glorious liberty that reigns in the public libraries of the 20th century as compared with the intolerable management of those of the 19th century, in which the books were jealously railed away from the people, and obtainable only at an expenditure of time and red tape calculated to discourage any ordinary taste for literature.[3]

A shared vision

Another similarity between utopianism and library automation is that individuals involved in both spheres are, to a large extent, visionaries. The periodic growth of utopianism throughout history, manifested in the communitarian experiences or in the literary genre, more often than not were the result of the reformist tendencies of the utopian advocates or authors. The utopian scheme was viewed as a reaction to existing conditions and a plan for an improved state of affairs. Those involved in library automation follow a similar path. Technology is viewed as a means to improve the existing state of things, and individuals involved in adapting new technologies to libraries are seen as advocates of change.

Whether these changes lead to a "no place" or a "good place" can only be revealed in time, but the efforts to move in that direction are critical roles of the utopists and the advocates of library automation. The confluence of these two groups in Boston was a fitting time to see these visions coming together.

For those few (one?) who attended both meetings, it was difficult at times to tell which conference was which, and what was reality and what was vision. But that in itself was an experience well worth the venture into the week-long idealized state of perfection that was Boston. □

Notes

1. *Webster's New World Dictionary of the English Language*, second edition, s.v., "Utopia."

2. Segal, Howard P. *Technological Utopianism in American Culture* (Chicago: University of Chicago Press, 1985).

3. Bellamy, Edward. *Looking Backward, 2000–1887* (Boston: Ticknor, 1888).

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reader forum

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Curran sharpens his edge

I AM ASTOUNDED AND HEARTSICK over the number of people who read my edging article (July/Aug., p. 618) and misunderstood it. In a cruel and bulimic fit of one-up-personship the contributors to "Edgy over edging" (Oct., p. 755) suggest that I am not current on edging technique and etiquette. I come from a long line of edgers (my Aunt Mae edged until her passing last year at 93); I wrote my thesis and dissertation on shelf maintenance; and I am currently chair of the Library Edgers Round Table of ALA. Trixie digs the way I edge. She and I are co-authoring *The Joy of Edging*. Hey, I know about edging.

CMFE2 indeed! At the Third International Conference on Edging, September 1988, the spurious second edition was so thoroughly discredited that Clern, after consulting me, agreed to immediately begin work on CMFE3. I will review the galleys soon.

And "natural edging"? Come on. That went out with free love and encounter groups. *Safe edging* is the relevant practice for the '80s. "Insert, Embrace, Whoof" if you want, but don't complain when after wallowing in an edgually active lifestyle, you suffer the consequences of "natural edging" sans protection. Unwanted dust deposited by irresponsible edgers on rear shelving units is not just an ugly sight, it is breeding territory for all sorts of unpleasant biff. Short-sighted, get-the-dust-off-at-any-cost librarianship is animalistic at best and appeals only to the basest instincts.

Do not permit the Reader Forum to be a litter bag into which the edgy deposit mindless ridicule of serious scholarship.

CHARLES (Dr. Chuckie) CURRAN,
ALA Member and Chair, Library Edgers Round Table,
University of South Carolina library school, Columbia

Coda to library's Swan song

I READ WITH DISMAY THE "SWAN song" of the Swan Library in Albion, N.Y. (Sept., p. 644–646). The Swan Library was my library. I am a native Albionite, born and bred. I was brought up to be proud of my heritage and the broad historical background of the area.

It upsets me that nothing can be done to preserve this historical and needed facility. If the library serves 14,000 residents, are there not enough of the citizens who are concerned with the closing?

The Swan Library also had a wonderful genealogy collection. When I visited with my mother last year, I spent quite a bit of time digging in it. There was never a time when there weren't at least 10 or 12 people in the library.

Hopefully, this town will wake up to the fact that a library is a necessity, not an extravagance! Even if the building is not saveable, I'm sure there are plenty of other structures around to use.

PEGGY ISBELL,
Fort Bend County Library System, Richmond, Tex.

Trivializing "The Troubles"

MANAGING EDITOR TOM GAUghan's tail-gunner-on-a-bread-truck joke serves as a poor introduction to his editorial on the career misfortunes of several top library administrators (July-Aug., p. 632).

A punch line which hinges on the casual acceptance of violence is never particularly funny. Less amusing is the revival of a persistent and damaging stereotype: that Irish people (from whatever portion of the island) are inherently pugnacious and, for them, violence is mundane. Too often this characterization has been used to dismiss the complexity of "The Troubles." For people caught in a tragic situation, such humor is deeply offensive.

ANNE E. ROWLAND,
Plattsburgh (N.Y.) State University library

N.J. aid plan discriminatory

NEW JERSEY COMMISSIONER OF Education Saul Cooperman's proposal to link state aid to performance measures (Sept., p. 646) is one of those ideas that may sound good initially, but even a little analysis shows it to be a terrible plan.

No objective performance standards that

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Or take John Swan's and Noel's *The Freedom to Lie* (McFarland, early '89; $15.95), an extension of their New Orleans '88 ALA debate about that sword line in the sand where clash Swanian free speech and Peattite social responsibility. The audience voted Swan's way; and you?



Elizabeth D. Koontz
President, NEA, 1968

McFarland celebrates other *Interesting People,* like the *Black History Makers* in Chicago newspaper feature artist/writer George Lee's early '89 book (see pic); drawings, bios—perfect for high schools ($15.95; thanks, Helen E. Williams). Aussie polymath raised-in-Africa John Stewart's bogglingly exhaustive *African States and Rulers: An Encyclopedia of Native, Colonial and Independent . . . Past and Present* (early '89; $45) is cross-referenced by every name each "state" in Africa has ever had, and indexed by every bey or gerent.

Now that our rulers are out (or will be by spring) we'll let Olga Opfell measure off the *Queens, Empresses, Grand Duchesses and Regents*—in fact, all the *Women Rulers of Europe, A.D. 1328 to 1989* ('89, illus., $25.95): not purple consorts, shimmering symbols, but wielders of real power.

Two McFarland authors rule our bestseller list: Carol Smallwood (in 1986 her *Free Resource Builder* was deemed "invaluable" by SLMQ; in 1988, the *Health Resource Builder* was featured in LJ's Aug. '88 "checklist") and Michael Thomsett (his 1986 *Investment and Securities Dictionary* was "highly recommended" by LJ and *Choice;* his 1988 *Real Estate Dictionary* defines with "absolute clarity"—WLB). Their entries for early 1989: *Current Issues Resource Builder: Free and Inexpensive Materials for Librarians and Teachers* ($16.95; animal rights, civil liberties, zero population growth . . .) and *Insurance Dictionary* ($29.95; do you prefer your liability contingent, cumulative, or long-tail?).

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allow accurate comparison between libraries currently exist; to develop, test, and agree upon such standards would take years, if it is possible at all. To use the Output Measures developed by the Public Library Association, or a modification of them, for this purpose is to completely misunderstand their intended use. Output measures are useful only for an individual library to measure its progress toward specific goals. They were not designed to compare one library with another, and they cannot be used to do so.

Worse yet is the impact such a policy will have on economically depressed communities and racial minorities. Public library use has always had a direct correlation with the education and income levels of the community. Any use of output-related performance measures to allocate state aid discriminates against the very libraries that may be trying hardest to provide quality service even though the results, when compared with their more affluent neighbors, are modest. In the Midwest we would say these libraries have a tough enough row to hoe without having the state library agency make it tougher.

If the New Jersey State Department of Education wants to establish reasonable minimum levels of effort (input measures) for eligibility for state aid to ensure that local libraries are making a reasonable local effort, well and good, but leave output measures and performance standards out of it. To use performance standards in this way is both racially and economically discriminatory.

MICHAEL PHIPPS, ALA member,
Omaha (Nebr.) Public Library

Library ban rule stands

I WISH TO CORRECT AN ERROR IN fact, which should also change the conclusion reached by Joseph Mika and Bruce Shuman in their article, "Legal Issues Affecting Libraries and Librarians" (April, p. 314–317).

The authors state, "In Ann Arbor, Mich., a library rule permitting staff to banish or remove patrons with offensive odors was successfully challenged and overturned." No such rule has been challenged; thus, none has been overturned. On three occasions violators of the trespassing act have pled innocent of the charge (two jury trials and one with judgment from the bench), and the library was upheld in all three decisions.

I telephoned Mr. Shuman a couple of months ago citing the error in the article, pointing out that he was only a short distance away in neighboring Detroit; all he had to do was phone us to verify the misinformation, which he said he was told came from a Detroit newspaper article. We keep close watch on those things and we know of no such article. We had hoped that a correction would be made. Having seen none, we ask that you please have your readers note the error.

RAMON R. HERNANDEZ, ALA member,
Ann Arbor (Mich.) Public Library □

Washington, D.C.—January 7–12

1989 ALA Midwinter Meeting

Agenda, services, and other information

ALA Council meetings

Monday, Jan. 9, 9–10:15 a.m.
Tuesday, Jan. 10, 9–11 a.m.
Wednesday, Jan. 11, 9:30 a.m.–12:30 p.m.

ALA Council orientation

The Council Orientation Committee will hold a Council Orientation Meeting, Sunday, Jan. 8, 9:30–11:15 a.m. Coffee will be available at 9 a.m. Information vital to new councilors will be presented during the meeting by President F. William Summers and members of the Orientation Committee. Members of the committee are: Julie Cummins, Ann Symons, co-chairs; Jane Botham; Margaret A. Bush; Elizabeth Greggs; and Douglas Oleson.

ALA Council/Executive Board info. meeting

On Sunday, Jan. 8, 11:15 a.m.–12:30 p.m., the Council/Executive Board Information Meeting is called under ALA policy 5.6.2. It will focus on essential Association business and will include a review of Executive Board actions since the 1988 Annual Conference. Reports from the Endowment Trustees and COPES will also be given.

Tentative Council agenda

Council I

Monday, Jan. 9, 9–10:15 a.m.; Omni Shoreham, Blue Room

Presiding: F. William Summers, president; assisted by Patricia Wilson Berger, president-elect;

Council secretary: Thomas J. Galvin

Parliamentarian: Lee Leonidas Demeter

Adoption of the rules

Establishment of the agenda

Approval of 1988 Annual Conference Council Minutes

President's Report—F. William Summers

Council Committee on Committees' nominations for Executive Board election—Patricia Wilson Berger, chair.

Appointment of tellers for the election—President Summers

ALA Nominating Committee report—Alphonse F. Trezza, chair (See *AL*, Dec. 1987)

Policy Monitoring Committee report—Judith R. Farley, chair

Freedom to Read Foundation Report—Rober S. Pecks, President

Treasurer's Report—Carla Stoffle

Information report on implementation of ALA Conference Council resolutions—Thomas J. Galvin, Council Secretary

Membership Committee report—Carol DiPrete, Chair

Council II

Tuesday, Jan. 10, 9–11 a.m.

Report of the executive director—Thomas J. Galvin

Minorities Concerns Committee Report on implementation of *Equity at Issue*—Barbara Williams-Jenkins, chair

Planning Committee report—William T. DeJohn, chair

Program Evaluation & Support report—Daniel Bradbury, chair

Council III

Wednesday, Jan. 11, 9:30–12:30 p.m.

Memorials & tributes

Constitution & Bylaws report—Joel Rosenfeld, chair

Intellecutal Freedom Committee report—C. James Schmidt, chair

Legislation Committee report—Ella G. Yates, chair

Organization Committee report—Norman Horrocks, chair

Teller's report

New Business

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Poster sessions during ALA's Annual Conference in Dallas will give attendees the opportunity to share ideas about the effective use of graphics. The Poster Session Committee offers tips on poster session preparation at the Midwinter Meeting, Jan. 7 from 2-4 p.m.

Poster session submission deadline is Jan. 31. Pick up an application and criteria at Midwinter or write to the Conference Arrangements Office, ALA, 50 E. Huron St., Chicago, IL 60611. Direct questions to Kathy Harig at 301-396-6059.

Etzioni at President's Program

Amitai Etzioni, a leading social theorist and author of *The Moral Dimension:* Toward a New Economics, will be the featured speaker at the 1989 Midwinter President's Program.

In his landmark work, Etzioni questions whether society is more than a marketplace in which self-serving individuals seek personal gain at the expense of others. He challenges the standard rationalist model at the root of economics, much of the work in other social sciences, and laissez-faire conservatism. He presents a new view of the social sciences, blending economics with elements of psychology, philosophy, and sociology.

Etzioni is the founder and director of the Center for Policy Research, a nonprofit organization dedicated to public policy. He is university professor at George Washington University and visiting professor at the Harvard Business School.

ALA Council suite

A suite in the Omni-Shoreham Hotel has been reserved from Saturday afternoon, Jan. 7, to noon on Wednesday, Jan. 11, for members of Council to use as a place for relaxation and exchange, or for preparing paperwork when other facilities are unavailable.

Presidential candidates forum

The 1990–91 ALA presidential candidates, Irene Hoadley, Hannelore Rader, and any petition candidates, will participate in a presidential forum, Monday, Jan. 9, 4:30–5:30 p.m. The forum is sponsored by the Chapter Relations Committee.

Divisions including the American Association of School Librarians (AASL), the Association for Library Service to Children (ALSC), and the Young Adult Services Division (YASD), will also hold a candidates forum, Sunday, Jan. 8, 8–10 p.m.

Executive Board candidates forum

At the 1984 ALA Midwinter Meeting, Council voted that time be held after the first Council meeting, when Executive Board nominees are established, for the purpose of

eliciting their views to assist councilors in voting. The first Council meeting will adjourn at 10:30 a.m. Monday, Jan. 9, for the forum.

Exhibits opening ceremony

The ALA Midwinter Exhibits will formally open at 11 a.m., Saturday, Jan. 7. The ceremony will take place outside the entrance of Exhibit Hall C of the Sheraton Washington Hotel.

Library of Congress tours

A number of special tours and information booths are also being planned for ALA's visit. An "Information Place" with complete tour information, will be located in Room 139 of the Madison Building, Monday, Jan. 9 through Wednesday, Jan. 11. Online terminals will be available for search of LC catalog demonstrations. Hourly general tours of the library will be offered.

Additional scheduled tours include: Processing services, at 10 a.m. and noon; Optical disc facilities, at 11 a.m. and 1 p.m. Conference goers should express an interest in the special tours in advance by writing: Educational Liaison Office, Library of Congress, Washington, DC 20540; or by calling 202-707-5984.

Many delightful library-related items will also be offered for sale in the Library Sales Shop, the Jefferson Building. The Library will also maintain a booth in the exhibit area of the Sheraton Washington Hotel focusing on the celebration of the bicentennial of the U.S. Congress, and "The Year of the Young Reader." Representatives from various departments will be on hand to explain Library services.

NTIS tours

The National Technical Information Service, invites ALA members to a tour of its facilities. Tours will be available from Monday, Jan. 9, through Wednesday, Jan. 11, at 9 a.m. and 1:30 p.m. Please call Verla Mae Weaver at 703-487-4812 to reserve a space. Space is limited to 40 persons per session. The NTIS is located approximately 20 miles from the conference site.

Placement

Placement services will be provided by the ALA Office for Library Personnel Resources in the Omni-Shoreham Exhibition Hall. Hours of operation are: Saturday, Jan. 7, noon–5 p.m.; Sunday, Jan. 8, 9 a.m.–5 p.m.; Monday, Jan. 9, 9 a.m.–4:30 p.m.; Tuesday, Jan. 10, 9 a.m.–2 p.m.

Although registrations will be accepted in Washington, job seekers and employers are strongly urged to preregister. The deadline for preregistration is Dec. 15, 1988. See September *AL* for additional information.

Shuttle bus service

Free shuttle bus service will be provided, courtesy of OCLC Online Computer Co., for four days of the Midwinter week, beginning Saturday, Jan. 7, and ending Tuesday, Jan. 10. A route and time schedule will be available at the ALA registration desk in the Sheraton Washington Convention Registration area.

Membership, Subscription, and Order Services

Personnel from the ALA Membership, Subscription, and Order Services Office will be on duty in the ALA registration area in the Sheraton Hotel during Midwinter week to handle questions concerning membership and subscriptions. Midwinter attendees who may require this assistance are asked to bring along such related items as correspondence and purchase orders. Payment of 1989 membership dues can also be made at this desk.

Message center

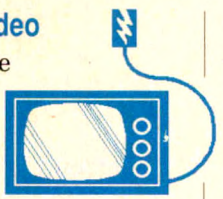
ALA will operate a message center for exhibitors and attendees in the ALA registration area, Sheraton Washington Convention Registration area. It will operate from 9 a.m.–5 p.m. Friday, Jan. 6, through Tuesday, Jan. 10, and 9 a.m.– 1 p.m. Wednesday, Jan. 11. The on-site telephone number is 202-328-2987. □

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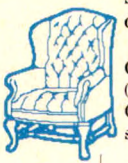
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A native's guide to . . .

Offbeat Washington: Adams Morgan

This colorful area is a modest stroll from the Midwinter site

by Robert R. Newlen

STOP! THERE'S MORE TO Washington, D.C., than the White House and the U.S. Capitol. Granted, these popular sightseeing attractions are *de rigueur* for the D.C. conference-goer. But when you can't take one more monument or museum, try a walk on the wild side the Washington way—explore Adams Morgan, a unique neighborhood rarely mentioned in the guidebooks. For ALA Midwinter participants, Adams Morgan's just a modest stroll from the Sheraton Park Hotel, across the Duke Ellington bridge at Calvert Street.

Long a haven for immigrants from Central and South America, Adams Morgan has seen an invasion of the yups. Witness the burgeoning number of condo conversions and gourmet boutiques, not to mention the fast-food joints and chain stores. But for the adventurous soul with a penchant for the offbeat and eye for the latest in design, Adams Morgan still offers a wide array of shops, restaurants, and galleries. The intersection of Eighteenth Street and Columbia Road, N.W., is the very heart of this lively area, and most of the establishments described below are a short walk away.

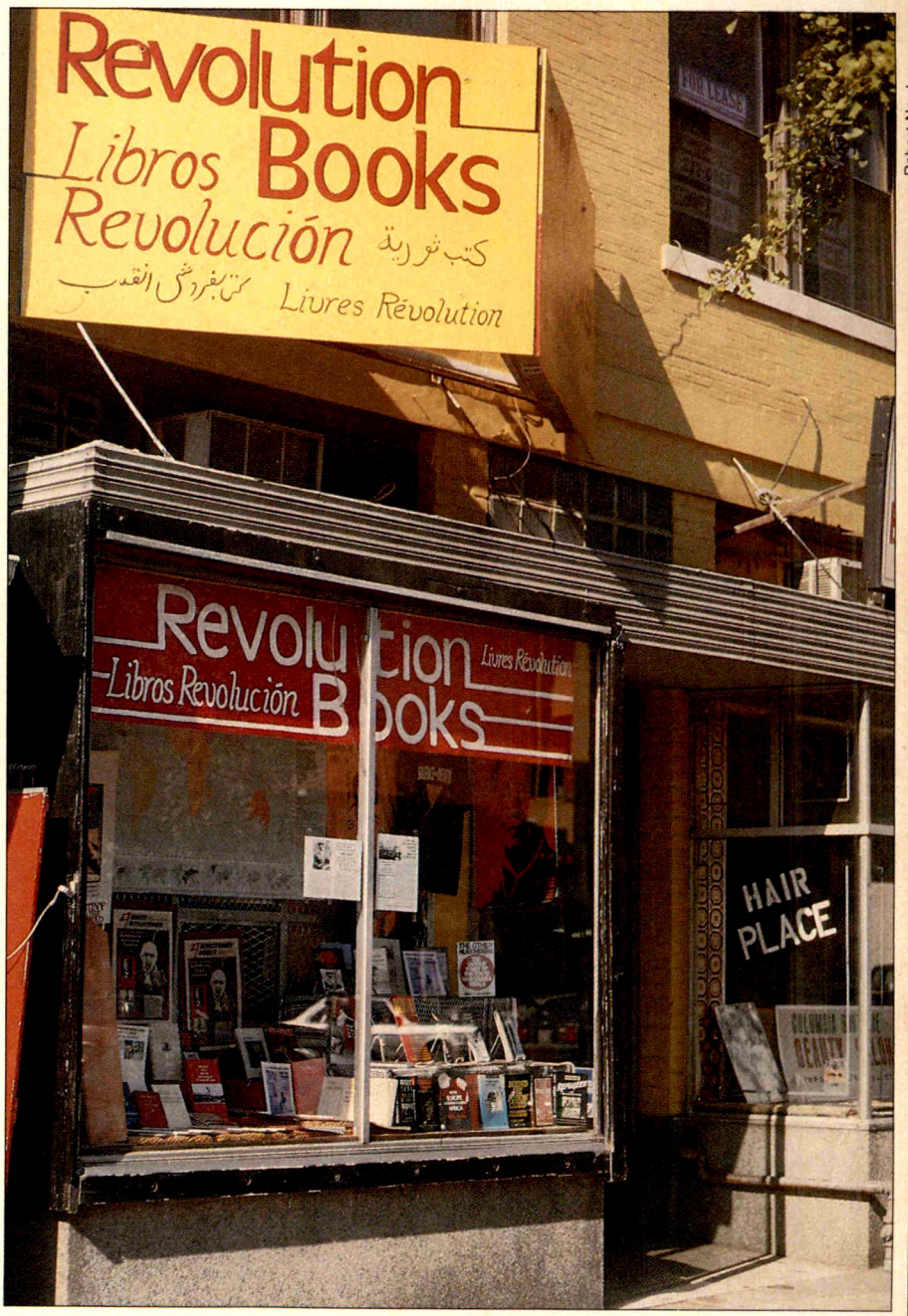
Shoppers' paradise

Make your first destination *Mobili Decorative Arts* (1812 Adams Mill Rd.) for the best of the '50s and '60s. Furniture and lamps by such luminaries as Eames, Noguchi, and Bertoia can be found with price tags significantly lower than you'll find in New York. Be sure to ask Nancy or Michael to show you the ceramics and glass in the back. A set of vintage '60s plates by Peter Max were recently available for $60. If books with titles like *Revolution in Peru* and *You Can't Beat the Enemy While Raising His Flag* sound appealing, your next stop should be *Revolution Books* (2438 18th St.).

In search of salt and pepper shakers encased in a pink plastic TV? You'll find them at *Blue Moon* (2402 18th St.), where vintage clothing and memorabilia of every description are crammed to the rafters. *Chenonceau Antiques* (2314 18th St.) has a fine selection of art pottery. Intriguing new-wave jewelry and ceramic objects are a specialty at *Wake Up Little Suzie* (2316 18th St.). Next, wander into *Nomad* (2407 18th St.) for a wide selection of African-made clothing, jewelry, and accessories—and don't miss their wonderful collection of earrings. Blonde furniture and blue mirrors are wall to wall at *Homeworks* (2333 18th St.), where the '40s live on.

Palate pleasers

The ethnic and cultural diversity of this neighborhood is nowhere more apparent than in the vast selection of restaurants sure to please the most exotic taste. Ethiopian cuisine abounds. One reasonably priced fa-



Robert Newlen

A must stop for those interested in offbeat alternative publications is this bookstore.

Robert R. Newlen heads the Senate Reference Center, which is administered by the Library of Congress and located in the Senate Office Building. A lifelong Washington-area resident, he explored the wonders of Adams Morgan while living in a neighborhood adjacent to it for seven years.

Robert Newlen



Funky, exotic, chic—call it what you want, 18th Street lures shoppers and the adventurous.

vorite is the *Red Sea* (2463 18th St.) with dining on two floors that are frequently packed. Also, try *Meskerem* (2434 18th St.), which has an attractive, airy dining room. If the blustery winds of January are getting you down, head for a Caribbean respite at *Fish, Wings, & Tings* (2418 18th St.). This small but cheery space will have you longing for the islands. Desperately seeking sushi? *Perry's* (1811 Columbia Rd.) is your place.

If you didn't get enough blackened redfish in New Orleans to satisfy your appetite, you're in luck! You have not one, but two restaurants specializing in this cuisine from which to choose. Try the *New Orleans Cafe* (1790 Columbia Rd.) or the pricier *New Orleans Emporium* (2477 18th St.).

Dine *and* dance

A restaurant that changes its decor with the menu? Incredibly, yes! It's *Cities* (2424 18th St.), one of the trendiest spots on the block. January's theme is rumored to be Leningrad. There's also dancing upstairs Wednesday to Saturday. Another chic new spot just around the corner where you can dance the night away in style is *DAKOTA* (1777 Columbia Rd.). Definitely the latest place to be seen. Also, try their just-added *MONTANA* Cafe at the same location.

The emphasis is on nouvelle at the *Belmont Kitchen* (2400 18th St.), which boasts such delectables as grilled chicken breast with roasted pineapple salsa. The dining room is tiny but unusually decorated with, of all things, electric mixers! *Hazel's* (1834 Columbia Rd.) is the place for ribs, chicken, and other specialties from the South. A sure bet for traditional Italian fare is the *Adams Morgan Spaghetti Garden* (2317 18th St.). For Cuban and other South American dishes, head for *Omega* (1858 Columbia Rd.), an institution here.

French? Mexican? Salvadoran? They're all here and we've barely scratched the surface! A few hours in Adams Morgan may rapidly change your notion of Washington, D.C., as the capital of conservatism and the three-piece suit. □

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CAPITAL PUNISHMENT

Caught between two states. T. Jacoby. *Newsweek* 111:67 My 2 '88

The U.S. Supreme Court has agreed to hear the appeal of Mississippi death row inmate Samuel Bice Johnson, who is contesting the legal arguments that led to his death sentence. In securing the death penalty, the prosecutor needed to show that "aggravating" circumstances in the case justified capital punishment. The crux of his argument rested on Johnson's prior assault conviction in New York, but after his Mississippi conviction Johnson reopened the New York case and his assault conviction was voided.

CHILDREN OF ALCOHOLICS

Breaking the bond of silence. D. Chu and B. Johnson. il *People Weekly* 29:100-10 Ap 18 '88

A cover story on the problems that face the children of alcoholic parents features profiles of four celebrities with alcoholic fathers; a report on Children Are People, a St. Paul, Minnesota, counseling and support organization for the children of alcoholics; and an interview with Dr. Timmen Cermak, co-director of the Genesis psychotherapy center in San Francisco, co-founder of the National Associa-

COMPUTER CONSULTANTS

A market is born out of computer confusion. C. Brown. il *Business Week* p124-5 Ap 25 '88

"Systems integration," or the use by companies of outside suppliers to design, install, and troubleshoot their computer systems, is a booming business. Some 20 competitors, including IBM and Electronic Data Systems, have entered the $1.4 billion market, attracted by industry growth projections of 26 percent through the early 1990s. Systems integration is a risky business plagued by cost overruns, but supporters believe that the growing reliance of U.S. corporations on complex computer systems will ensure its success. The demand for systems integration has been boosted by the flurry of mergers and joint ventures, since these deals often involve incompatible computer systems.

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*Information Today

Job "shortage" revisited—again

Tennyson, crunching numbers, and the state of the job market

A library school professor defends optimistic reports of the job outlook for recent graduates

by Charles A. Seavey

IN "THE CHARGE OF THE LIbrary Brigade" (*AL*, Sept., p. 725–726), J.C. Bennett claims that new recruits to libraryland are being misled by "wildly improbable" reports of the condition of the job market. Bennett's villains include ALA itself and one of libraryland's favorite whipping posts, library school professors. I can't answer for ALA (although I suspect the powers-that-be share my perspective), but let me say a few words in defense of library school professors.

First, most library school professors will recognize that Bennett is playing fast and loose with the data from Learmont and Van Houten's 1987 article on placement. Bennett says "only 57% of 1986 graduates of accredited library schools have been documented as having found permanent professional positions." Not so. L&VH report a total of 3,538 graduates of library schools, for which they have data on 2,719. 2,719, not 3,538, becomes the population for study, and the divisor in calculating percentages. Bennett's percentages are based on the number of graduates, not the 77% for which L&VH had usable data.

Recalculating percentages using a population of 2,719, I find that 75% of the graduates had permanent professional positions, 8.8% had temporary positions, and 3.5% were in non-professional library jobs, for an overall figure of 86.2% of the graduates holding library positions. The major difference is that 75% of the graduates hold permanent positions, not the 57% calculated by Bennett. One wonders, parenthetically, what the percentage of MAs in geography, history, and English holding positions in those fields might be?

Charles A. Seavey is assistant professor at the University of Arizona Graduate Library School in Tucson.

Second, most library school professors (and any librarian in the field for more than a couple of years) would be able to put the job situation into perspective. My own perspective on the job market comes from reading the job advertisements since 1973.

As amazing as that statement is ("You *willingly* read the ads?"), I have, in fact, been reading the listings in *American Libraries, Library Journal, C&RL News*, and the *Chronicle of Higher Education* since I ventured into libraryland in 1973. Job ads are a great source of entertainment as well as information. Like most folks reading the ads, I was either looking for a job. tracking salaries, or just seeing what was going on where. The first reason led to two jobs, and the second has resulted in at least one "market adjustment" to my salary. The benefit of the third reason for reading job ads is a little more abstract, and requires some explanation.

That's entertainment

Job ads can be entertaining. Sometimes the wording of an advertisement shows what kind of people wrote it, and can give you an indication of whether you'd like to work there or not. I've always regretted not being qualified to reply to an ad from the State Library of Wyoming some years ago. They were looking for a traveling consultant to public libraries, a "high plains drifter." The ad concluded that "Clint Eastwood need not apply." Somebody had a wonderful sense of humor about the whole thing, and I hope they found their high plains drifter.

Ads can also tell you a lot about what is going on in libraryland. There are many untold stories that can be deduced from the job ads. Advertisements for three assistant directors six months after a new director was hired at X University speak of the "new broom." A large number of advertisements for middle- and junior-level positions six months after the conclusion of a bitter strike at University Y says something about how management viewed the lower-level strikers. A year-in, year-out series of job ads for various middle- and junior-level positions at University Z suggests a high turnover rate, and makes one cautious about applying there (or recommending that students apply there).

But back to Bennett's points and what this library school professor tells *his* students.

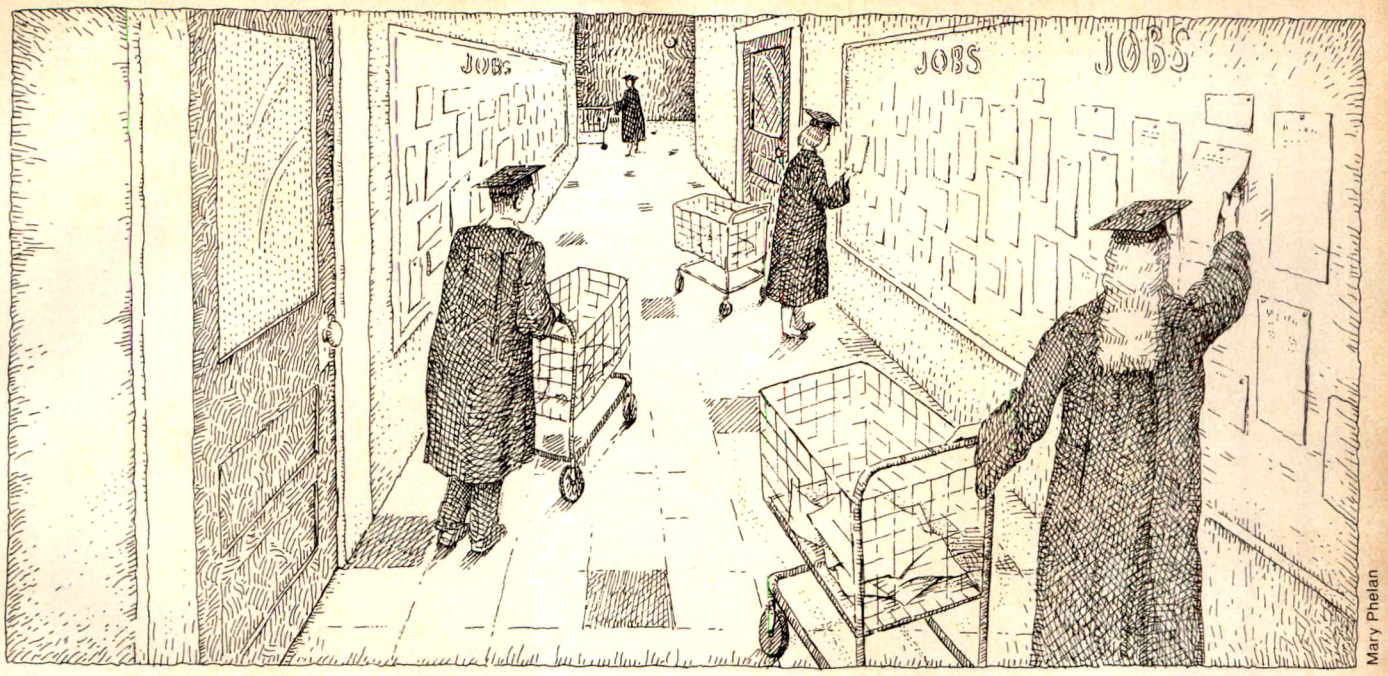
Measuring the market

The job market is better than it has been in years. The year I received my MSLS (1974) was not a good year. Counting the advertisements in *American Libraries* for April of that year (about when I began my job search), I find seven ads listed for academic libraries, two for public, and one for a school library. Notice I'm not differentiating by "entry-level" or not, nor did I bother with the display ads. The counts are based on the plain-vanilla ads in column format.

In November 1974, around the time I got hired, *AL* had 17 ads for academic libraries, one for a government library, and 13 for public libraries.

In April 1979, when I was looking for my second job, *AL* listed 11 late job notices, 30 academic ads, four from networks, nine from public libraries, and one each from a special collection and a state library.

In May 1982, as I was having my last serious look at the job market before deciding on more graduate school, *AL* had 18 late ads, 30 academic ads, and one each



Mary Phelan

"The job market is better than it has been in years."

from a corporation, a law firm, a state agency, and a music library. Medical libraries posted four ads, public libraries 14, and special libraries four.

In September 1988, the month Bennett's article appears, we have the following: late notices, 31; academic libraries, 53; medical libraries, five; public libraries, 34; and five more from various sources.

This entirely unscientific analysis of job advertisements is certainly not a complete picture of the job market, but it happens to by my way of looking at it. A more scientifically correct way of evaluating the market would be an inspection of L&VH's longitudinal data, which Bennett had access to but chose to ignore. If Bennett can be selective in the use of evidence so can I. Both the subjective job advertisement picture and L&VH's data indicate, to me anyway, that the job market *is* better than it has been for quite some time.

Be geographically mobile in your job search. Trying to find a job in the city in which you got your MLS is a guaranteed exercise in futility. Limiting your search to the northeast corner of a state with a coastline, or similar requirement, will also produce frustration. Figure out where you *won't* go, and work from there. My first professional position was 500 miles from my library school, and 1,100 from where I wanted to be in New England. My second position was 900 miles further away from the original geographic goal. But they were both good jobs, and I learned an enormous amount from them. I also managed to get home about once a year.

Be a risk-taker. Don't apply for just the jobs that are specifically entry-level. Go for anything that appeals to you either geographically or functionally, and let the search committee decide whether you are qualified or not. I didn't meet the preferred experience level for either of my jobs, but the search committees liked other parts of my *vita* enough to cancel that out.

Patience is prescribed

Be patient. Job searches can take a long time. The speed of the operation is not always controlled by the people doing the hiring. Civil service and AA/EEO rules, vacations, workload, any number of things

Let us admit that the job market could be better. So could salaries. . . and so could the search for world peace.

Even if you think a cast of thousands is going to apply for a job, go ahead and send your application in. Libraries will get a large number of applicants, but the actual number of people who are actually qualified for the job is apt to be quite low. Anybody who has sat on a search committee will tell you that a great many of the applicants are "unqualified" for reasons other than experience early in the game. I spent what seemed like an eternity on search committees at my second job, and was appalled at the small number of people who came anywhere *near* the criteria for the position we were advertising.

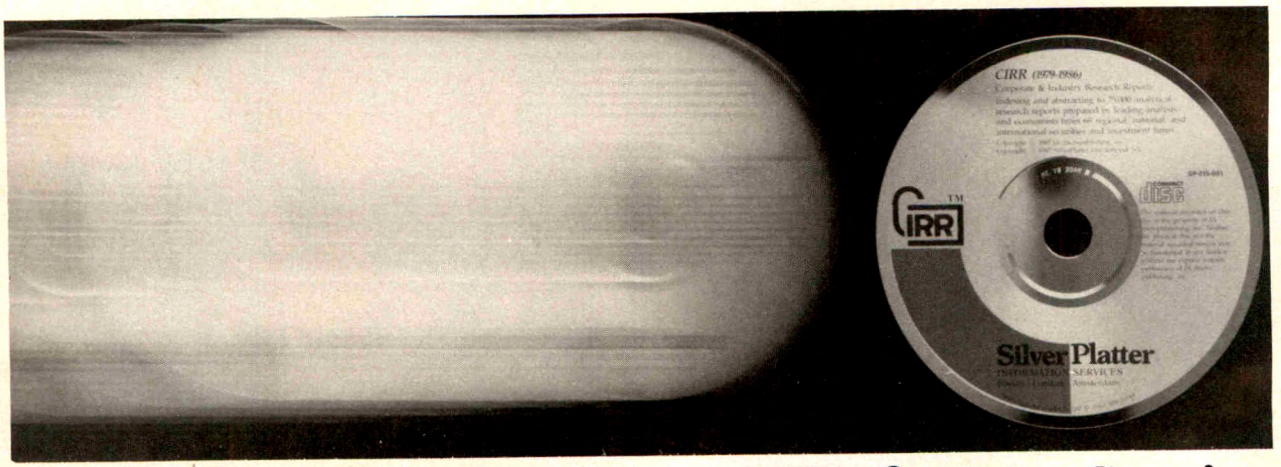
Bennett's anecdotal evidence about large numbers of applicants is probably true. On the other hand, I've had at least two recent conversations with library directors who were wondering why they weren't getting larger applicant pools for positions being offered. I suspect that we could find anecdotal evidence to support virtually *any* side of this argument.

slow the process down. *Responsible* employers will let you know what is going on most of the time, especially if you have either been quickly cut from the pool or are close to being hired. Unfortunately there are irresponsible employers out there, and the student has to be both patient and resilient. A thick skin helps a lot in the job search.

Having said all that, let us admit that the job market *could* be better. So could salaries, and so could the job-searching process, and so could the search for world peace. On the other hand, to jump to wild-eyed conclusions by misrepresenting data and failing to put a perspective on things contributes little progress toward any of the above goals. I, too, have read Tennyson and realize the foolishness of charging in with faulty data to support my claims. □

Readers' response to Bennett article follows.

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Librarian shortage or not? Readers respond.

Jobs question raises passions, pro and con

No shortage for this library

"THE CHARGE OF THE LIBRARY Brigade" struck a resonant chord with me. In the last six years our library has hired some 20 professionals. Fourteen of these librarians were recruited from other libraries; two had first worked for us as paraprofessionals as they completed MLS programs. Of the remaining four, "the beginners," all had come into librarianship after sampling other careers, e.g., teaching. During my tenure of the search committee—for two-and-a-half years out of the last six—we have only experienced difficulty in recruiting for these positions requiring a narrow range of very specialized skills; otherwise, we have had little difficulty attracting good pools of qualified candidates.

While my data may be statistically insignificant, it does accurately, I believe, characterize the situation in one research library. And this has not been accomplished with a very glamorous salary structure. If there is a shortage of anything, it is of jobs with the kind of remuneration that allows one to live at least as well as someone with a fresh *bachelor's* degree in another discipline.

FLOYD M. ZULA,
Tulane University Libraries,
New Orleans, La.

Market will get even better

J.C. BENNETT ACCUSES LIBRARY school faculty of misleading recruits to our profession with "wildly improbable" reports of a librarian shortage. The author's own arguments to prove his point are misleading, inaccurate, and incomplete.

Citing data from a 1986 library school placement report is inappropriate. This is late 1988, not 1986. The number of entry-level positions has particularly increased in the last two years.

The argument that only a small percentage of the total library positions advertised in professional journals are at the entry level can be answered by the fact that only a very small percentage of entry-level positions are advertised at all. This is the case locally in western New York among the over 600 academic, public, *school*, and *special* libraries—I stress the school and special libraries because Bennett ignored then, yet this is where there are many job opportunities. He also ignored increasing job opportunities in information management positions outside of the library environment.

But the best rebuttal lies in historical fact. The U.S. Census shows that there were 52,000 librarians in 1950. The latest ALA data show some 152,000 librarians. The number of libraries has grown from about 31,000 in 1947 to over 115,000 in 1987. Multitudes began entering the profession after World War II as new libraries were established and existing libraries grew larger. Many of these librarians are beginning to retire. The entry-level job market is indeed very good and will get even better.

GEORGE S. BOBINSKI,
dean, SUNY/Buffalo library school

Undersupply? He hasn't seen it

AS A JUNE 1988 GRADUATE OF the Indiana University library school, my struggles to find professional employment after securing the MLS are hauntingly fresh.

I began actively sending out my file of materials in late January 1988. It was imperative for me to start in my new position as soon as possible. My goal was to secure employment by graduation, to begin to reverse the financial drain that library school caused me, my spouse, and my children.

I feel fortunate that I was able to secure a good position within two weeks after graduation. Many of my classmates have not been that fortunate. I know of several who graduated as I was starting the MLS degree program in the summer of 1987 and still have not secured professional employment.

I heard glowing forecasts from recruiters and professors, both as I was deciding to enter library school and throughout my coursework. I was shown articles proclaiming the shortage of librarians; yet several of the entry-level positions I applied for had more than 50 applicants. Undersupply? Perhaps in some areas of librarianship that is true, but it has not been my experience.

STEPHEN K. FISHER,
Warsaw (Ind.) Community Public Library

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Is the library herd "cattle-logged"?

ONE METHOD TO ASCERTAIN THE supply and demand of librarians in the work force is to examine entry-level salaries. From my observations, salaries seem to be stagnating. If there was a serious shortage of librarians, the supply and demand of the marketplace would generally force salaries upward.

It never ceases to amaze me that a profession that requires a master's degree to enter its ranks can have such low entry-level salaries. Imagine graduates with master's degrees in accounting, statistics, engineering, or even fine arts scrambling for entry-level positions that pay between $16,00–$20,000 per year. As long as librarians accept these salaries, why should employers offer more?

If ALA and the library schools are being deceptive about the librarian work force, then the entire profession is being hurt. Until we thin out the "herd," many librarians will remain cattle in the "Not-So-OK-Pay Corral."

EMMETT C. DENNY,
Tallahassee, Fla.

Placement authors defend study

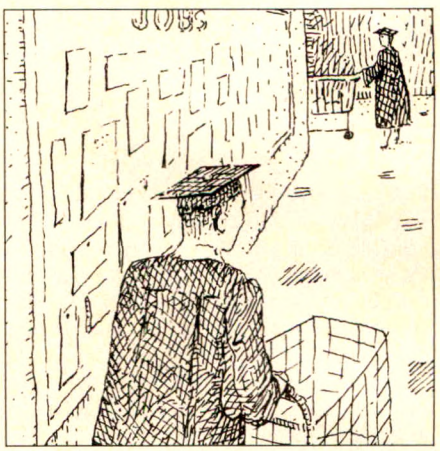
THE ARTICLE BY J.C. BENNETT, citing our 1987 article on placement, demands a response. As Charles Seavey points out in the accompanying article, data from graduates who do not report placement status should not be used to calculate percentages. Bennett compounds this error when considering the variable for the time a job was sought by not accounting for those who returned to their former positions and those with professional positions who did not report time data. The percentage of those who found jobs "quickly" is 86.2%, or 1540/1786.

In his simplistic view of the placement process, Bennett ignores that graduates make a variety of choices based on their own situations. It is inappropriate to assume that anyone accepting other than a permanent professional position has made a wrong choice. Some graduates choose professional intern positions, which we have coded as temporary. Some seek additional degrees. Some do not look for jobs, and occasionally we see such annotations as "starting a family." Some graduates are teachers who have sought an extra competency and return to teaching, hardly an inappropriate or nonprofessional choice.

After reviewing Bennett's faulty analysis of our data, it is difficult to accept that six cases or his survey of job ads substantiate his claims about the current job search situation. There are some broader points related to the shallow analysis of this data that should be addressed.

As for the requirement of experience in the majority of jobs that Bennett surveyed, one must consider the "graying of the profession" that has recently been discussed. Most recent graduates of library schools simply would not be considered for jobs as library director, associate director, or even department head. Yet there is no indication that these jobs have been eliminated from Bennett's survey.

Experience, or the lack of it, is clearly a problem that needs to be dealt with. Library schools cannot resolve this on their own. Other professions structure postgraduate training into beginning professional jobs, and there needs to be more of this in librarianship. Some academic libraries and library schools have developed internship programs to address this need. More individual libraries must be willing to include this goal in the jobs of beginning professionals. Even if this happens, it will still be necessary for the beginning professional to realize that the degree is only the start of a career, and the responsibility to build that career is one's own.



Bennett fails to acknowledge that the library job market is actually many regional markets, as Herbert White has mentioned elsewhere. Librarians are often limited to seeking jobs in specific geographic areas, which has an effect on the numbers of applicants for positions and the salaries that are offered. We do not quarrel that it is difficult to move to an expensive metropolitan area on a beginning librarian's salary. This is one of the problems that urban libraries have in attracting qualified librarians. Often these jobs are filled by people who are tied to the area for other reasons than the library job. An ALA-accredited professional degree is simply not a ticket to a job at any salary in any part of the country, despite the most well-intentioned advice.

No one would argue that the library placement situation is all that it should be. However, solutions will not be found by those who apply facile analysis to perceptions arising out of frustration. Only a clearheaded persistence from the profession at large will change the situation for the better.

STEPHEN VAN HOUTEN,
University of Illinois at Chicago Library of the Health Sciences,
CAROL L. LEARMONT,
Columbia University library school, New York, N.Y.

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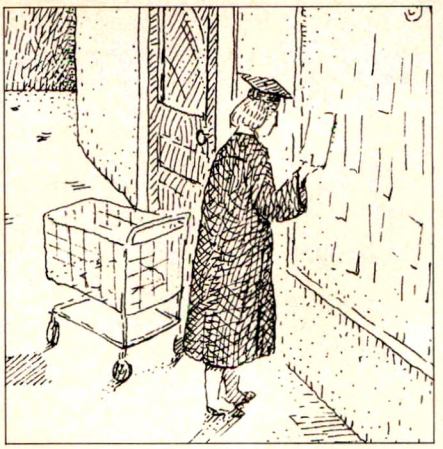
How to produce new catalogers

J.C. BENNETT VIVIDLY DESCRIBES the frustration of entry-level catalogers looking for that first job in a market where employers charge that new graduates are not properly trained and therefore not employable.

It is unrealistic to blame library schools for not producing fully trained catalogers when experienced catalogers know it takes several years of full-time, hands-on, supervised experience to produce a cataloger. If it didn't take that long, employers wouldn't require two or three years of postgraduate experience; they would require two or three good courses. In a one-year graduate program (all that the market will bear, given low entry-level salaries), library schools can't provide more than basic concepts in a field where years are required to absorb the technical details.

If the cataloging profession wants new catalogers, then it is going to have to be willing to subsidize opportunities such as leave time and scholarships for its ambitious paraprofessionals, cataloging internships to students, and truly entry-level jobs to new graduates.

Larger numbers of experienced catalogers must accept that a certain amount of a professional's time be spent in the tedious training of new catalogers. Other professions, from teaching to medicine to reference librarianship, successfully integrate new members



and so must we. If we don't, we will continue to hear moaning about the paucity of catalogers, and entry-level catalogers will continue to share Bennett's frustrations.

MARILYN KERCHER,
University of North Dakota library,
Grand Forks

Experience problem a fact of life

THE CATCH-22 OF HOW TO GET A job without experience or experience without a job is merely a fact of life, operating in all fields, at both professional and nonprofessional levels. It should not come as a surprise to anyone that employers prefer to hire experienced personnel or that librarianship is a relatively low-paying field.

Bennett states that "qualified" personnel abound for entry-level positions, but does not define that term. On what basis is an applicant qualified for a particular job? By holding the MLS? That assumes that all jobs and all applicants are uniform.

While it is true that some capable graduates have a tough time finding jobs, it's difficult to trust Bennett's "data." Calling six libraries hardly amounts to a national survey. There's no indication of careful study in this article, but it does point to some serious questions that should be addressed. Does ALA do a better PR job on librarians than on those outside the field who ultimately determine librarians' salaries? How do employers characterize the entry-level applicant pool? How does placement data for our profession compare with that for other service professions?

Bennett's real gripe seems to be that he was misled by unscrupulous professors; that too many librarians are being trained for too few jobs. It strikes me as odd that Bennett, one year out of school and apparently with little or no experience, is now an assistant professor of library science. One more term should be defined: self-promotion.

CLAIRE EIKE,
MLS candidate,
Texas Woman's University library school,
Denton

A bugle call for Bennett

SOUND THE BUGLE THREE TIMES for J.C. Bennett. He has dashed into a breach (of faith) with "The Charge of the Library Brigade" that smote the high and the comfortable with a well-sharpened word worth considering.

I have graduated from library school twice in the last three years (once with an MLS and a second time with a CAS in library automation), and I was frustrated both times—not only by the pay being offered "beginners" but also by the lack of positions available to rookies with masters. Employers all asked for candidates with two or more years of experience, and this was particularly true for jobs in automation.

I am not sorry about changing professions and becoming a librarian, but I cringe thinking of the anxiety and self-doubt involved in trying to land a job that justified the change in careers I made. Not only were the hopes and expectations I had for the future being threatened but so too were the hopes and expectations of family at home. Trying to satisfy the dreams of those at home (dreams almost directly related to those offered by professors and others) proved to be the most difficult thing to do. That is what I wish I had known before going back to school.

DON WELCH,
Bell Helicopter Textron,
Ft. Worth, Tex. □

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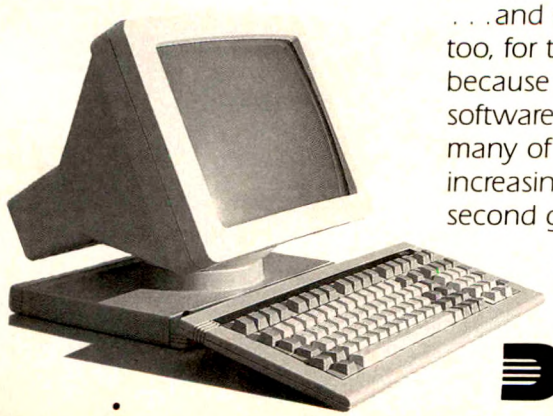
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Sending in the reserves

Revolutionary War in the fall, Civil War in the spring, fiction reading lists in summer... To meet student demand, a public librarian develops a new twist on a time-honored technique.

by Fred W. Oser

RESERVE COLLECTIONS ARE UNIVERSAL mainstays of academic libraries. Because students are principal users of public library reference services, and because their assignment, report, and term-paper topics are often predictable, it makes sense to employ reserve collections to meet their needs.

Several years ago I was able to persuade a skeptical administration to test this proposal. Staff members were immediately enthusiastic. They were weary of explaining why the library was unable to stock enough copies of standard works on Hemingway, slavery, Shakespeare, prohibition, Fitzgerald, or child abuse, to meet the demand of an entire class. Students visiting the library a day before an assignment was due were pleased to find needed materials available for their use.

Fred W. Oser is a reference librarian at Monmouth County (N.J.) Library, Manalapan.

The grapevine at work

Every public library has some key titles placed behind the desk in Ready Reference or in the regular reference section—but a reserve collection is quantitatively and qualitatively different. Shelved in a closed area, each volume is labeled with a "RESERVE" sticker and supplied with a separate book card (use the long Reserve Room cards) to which the user's identification can be attached—normally an absolute requirement to prevent theft and discourage mutilation.

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A recent monograph recommends that since "use of the public library by children and students fulfills its highest social value and is its best reason for existence...the public library must give greater emphasis to these services."[2] □

Notes

1. Katz, Bill and Tarr, Andrea. *Reference and Information Services: A Reader.* Metuchen, Scarecrow, 1978, p. 6.
2. White, Lawrence J. *The Public Library in the 1980's.* Lexington, Mass., Lexington Books, 1983, p. 165.



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Q. **What libraries use spreadsheet and database management systems in their space planning efforts? What information is included?** ***Miranda D. Scott, Staff Manager, Library, Bellcore, 331 Newman Springs Road, Red Bank, NJ 07701 (AL,* Sept., p. 728).**

A. Our library recently developed a LOTUS spreadsheet to plan space requirements in linear feet for a journal collection. The current shelf space, projected growth rate, and number of years to be accommodated are entered for each journal title. The spreadsheet calculates the linear feet needed for each title and for the entire journal collection.

The initial purpose of this spreadsheet was to help us move our journal collection of 800 titles to our new library. The map generated by the spreadsheet identifies exactly what shelf or shelves each title occupies. As a result, we did not have to move the journals in alphabetical order. The program allowed enough empty shelf space for each title to accommodate future issues for a designated number of years.

Although this spreadsheet was designed for our new library, where the older issues are located on a different floor from the more recent issues, the spreadsheet can also be adapted for libraries where all issues of a particular title are shelved together. *Phyllis Oda, Library Manager, Raychem Corporation, 300 Constitution Dr., Menlo Park, CA 94025.*

Over to you

1. **What public libraries are involved in centralized book selection? What procedures are used? (N.Y.)**

2. **Our library's collection of karate books seems to disappear. We would like to concentrate on purchasing a few good but inexpensive titles *in quantity* to meet the high demand for books on this subject. Has any library developed such a list of inexpensive titles in the martial arts? (N.J.)**

Please send replies to
Emily Melton, editor, Action Exchange

Q. **Has any shut-in service automated the record of books that have been read by its patrons? What program did you use?** ***Arlene Chan, Branch Head, Travelling Branch, Toronto Public Library, 40 Orchard View Blvd., Toronto, Ontario, M5A 4L2, Canada (AL,* Sept., p. 728).**

A. Hennepin County Library uses dBase III software on an IBM-compatible microcomputer with a hard drive to keep track of books read by homebound patrons. The "Patron" file of about 300 records stores information such as special interests, need for large print, and date of last request. The "Reading" file has fields for ID number, date, author, and title of the book. Authors and titles are usually truncated. We wrote a short dBase program to relate the two files when our staff enters reading records. We access the file by patron name. The program automatically supplies the ID num-

(Continued on p. 960.)

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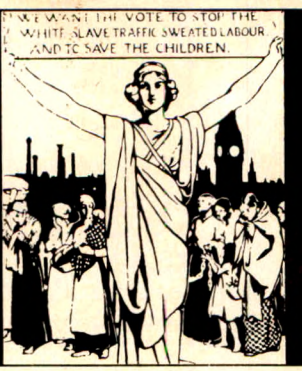
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(Continued from p. 957.)

ber to the "Reading" file, and the request date is then changed in the "Patron" file. *Ann Eccles, Outreach Librarian, Hennepin County Library, 12601 Ridgedale Dr., Minnetonka, MN 55343-5648.*

A. The King County Library System's Traveling Library keeps an automated record of books read by shut-ins. The record is a by-product of our Ulysis Automated Circulation System, which produces a three-by-five-inch card for each item checked out to our patrons coded SI (shut-in). The card includes call number, author, title, item barcode number, date checked out, patron barcode number, patron name and address, patron type, and date the card was produced. The card must still be filed manually in the patron's "has read" file after the library material has been returned. Both this file and the "is reading" cards are checked when staff chooses new books for the patron. Noncataloged paperback books must be matched for item barcode numbers, and the author and title must be written or typed in.

We also keep on file a permission card, signed and dated by the patron, giving us the right to keep these reading records solely to provide the patron with fresh materials. *Kathleen Sullivan, Coordinator, Traveling Library Center, King County Library System, 300 8th Avenue N., Seattle, WA 98109-5191.*

A. Our Outreach Department uses a Leading Edge Model D computer with a 30-megabyte hard disk drive and dBase III + software to maintain reading histories of our patrons.

We use a patron number, the patron's last name, author's last name, title, delivery date, kind of material (such as large print, paperback, or cassette), whether the book is out or returned, and whether or not there is a reserve on it. We maintain two indexes, one containing the patron's number and one containing the author's last name.

Our main applications of this program are for searching a patron's reading history, printing out overdue notices, and searching for books patrons wish to reserve. Our database currently consists of over 42,000 records.

We are creating a paperback bibliography for the department, and we also plan to record our film use. Both of these files are kept on separate floppy disks.

The main drawback of the database is that it cannot be used for all the purposes we had hoped. We had intended to extract both monthly and yearly statistics from the information entered. However, because each record must be searched for each category of information, the process takes several hours to complete by computer. We find it easier and faster to complete this task manually. We hope that eventual purchase of an AT computer will speed this process. *Sandra Innes, Outreach Coordinator, Washington County Public Library, 615 Fifth St., Marietta, OH 45750.*

Added A's to previous Q's

A. In response to the query on huck weaving or "huckaback darning" (*AL*, Sept., p. 728), our library has received replies from two of our own patrons who told us about additional resources on the subject. One source is *The Weaving Book: Patterns and Ideas*, by Helene Bress (New York: Scribners, 1981). About 100 of the 548 pages deal with huck weaving.

A second source is *The New How-To of Swedish Weaving.* This 46-page booklet contains patterns for guest towels, scarves, and pillows and is available for $2 from Mail Train, 4007 Bellaire Blvd., Houston, TX 77025. *Lucy Wilde, Humanities Reference Librarian, Kansas State University Libraries, Manhattan, KS 66506.* □

ACTION EXCHANGE welcomes your typed questions and answers. Respondents will receive $10 for each reply published. Q.'s and A.'s become American Libraries property and may be edited. Please include your name, address, and position. Write to ACTION EXCHANGE, 50 E. Huron St., Chicago, IL 60611.

UPCOMING DEADLINES FOR CLASSIFIEDS:
All ads received by December 5 *will appear in the* January *LEADS.*
Ads received by January 5 *will appear in the* February *LEADS.*

Career LEADS

american libraries classified ads

Beverly Goldberg, ed.
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LATE JOB NOTICES

BEGINNING DEC. 12, call 312-944-6780 x326 for Jan. issue. Listings taken AS SPACE PERMITS. 20 lines maximum (approx. 50 spaces per line). ALA organizational members receive 17% discount.

****

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ASST. LN., TECHNICAL SERVICES. Tyler (Tex.) Junior College seeks an individual to be resp. for acqs., cataloging, & processing; & library automation. Vaughn Lib. & Learning Resources Center contains collection of 72,000 vols., an interactive instructional computing center & a telecommunications center. MLS degree req'd.; coursework above MLS pref. Exp. w/LC, OCLC, & Dewey class. system, lib. automation expertise, 3-5 yrs.' exp. in technical services pref., & abil. to train & direct student assts. 11-mo. position available spring semester 1989. Salary range is $23,332-$32,733 dep. on qual. & exp. Send ltr. of appl. & res. by Dec. 30 to: Dir. of Persnl. Services, Tyler Jr. Col., Box 9020, Tyler, TX 75711. TJC is an affirmative-action, equal-opportunity institution.

REF. LN. Immediate opening. Will perform prof. duties & general ref. & info. services, acqs., & adult collection development. Bibl. skills in all subject areas needed, & exp. in federal & state gov't. docs. Proven record in ref. & mat'ls. selection. Good organizer, efficient, highly motivated, team worker who sets priorities, pleasant personality, mature judgment. Reqs. ALA-accred. MLS + 3 yrs.' lib. exp. in ref., incl. pub. lib., also online searching. Prefer PC exp. Abil. in speaking, writing, typing, & valid driver's license. Must locate in area after employment. 40-hr. days. Salary $17,962-$25,972. Excellent fringes. Send res. & 3 ref. to: Persnl. Office, Northern Ill. Lib. System, 4034 E. State St., Rockford, IL 61108. EOE.

LIB. DIRECTOR, Blue Island Pub. Lib., a Chicago suburb of 22,000 pop. accustomed to a high-level of lib. service. Located in modern bldg. used by 50% of pop.; annual budget $500,000. Automated circ. system shared w/surrounding libs.; director will be co-curator of award-winning Blue Island Historical Museum located in lib. Board is seeking an enthusiastic candidate who exhibits effective interpersonal skills, exceptional oral & written communication skills, & a strong service orientation. Comprehensive benefit package. Qual.: 4 yrs.' pub. lib. exp. incl. 2 yrs.' admin. exp. + ALA-MLS. Salary: $30,000+. Letters of appl. plus a list of ref., resume, & sal. history by Jan. 1, 1989, to: Alice Belsanti, Bd. Pres., Blue Island Pub. Lib., 2433 York St., Blue Island, IL 60406.

TECHNICAL SERVICES DEPT. HD. Athens Reg'l. Lib. System serves 5 counties & is plng. a 60,000-sq.-ft. facility to be completed in 1991. Resp. incl. supvsn. of all aspects of technical services incl. acqs., cataloging, & retrospective conversion. Reqs.: ALA-accrd. MLS, exp. w/OCLC, & supvsn. Min. sal. $25,884. Position available immediately. Send res., ltr., & 3 ref. to: Dir., Athens Reg'l. Lib., 120 W. Dougherty St., Athens, GA 30601.

BRANCH HEAD, Xenia Branch. Manages day-to-day operation of large branch (15-20 employees, 300,000+ annual circ., community of 25,000). Responsible for staff selection, supervision, & evaluation. Also collection development, ref., budget preparation, goal setting & programming for adults. Reqs. ALA-MLS, considerable prof. lib. exp., good written & oral communication skills, supervisory abil. Some evening & weekend work. Salary $23,546, good benefits. Desired start date: Jan. 3, 1989. Send ltr. of appl., res., & names & adds. of 3 ref. by Dec. 17 to: Antoinette Walder, Greene Co. District Lib., 76 E. Market St., Xenia, OH 45385. An AA, EEO employer.

TECHNICAL LN. for Alaska-based corp. Resp. for providing ref. services as well as planning, developing, organizing, & administering proprietary info. in various formats for an exploration staff. Reqs. incl. master's in lib. or info. science or equiv., technical oil & gas exp.; online bibl. searching exp.; working knowl. of AACR2 cataloging procedures. A geoscience background is preferred. Excellent salary, ben., & relocation package. $32,000+, d.o.e. Contact: Sandra Allen, Alaska Exec. Search, Inc., 821 N St., #204, Anchorage, AK 99501; 907-276-5707.

REF./ADULT SERVICES LN. Creative, organized person w/ knowl. of current ref. mat'ls., collection development, budgeting for mat'ls., supervisory skills, automation, online searching, & a commitment to responsive & innovative ref. service. Some evening & weekend hours. ALA-accred. MLS. Min. salary $17,334. Usual fringe benefits. Send resume to: Louise Dorton, Johnson City Pub. Lib., 103 S. Roan St., Johnson City, TN 37601.

LN. III/COORD. OF ADULT COLLEC. DEVELOPMENT, Lincoln (Nebr.) City Libs. HQ & 6 branches. Adult media budget $270,000. Develop & manage adult collections. MLS. 4 yrs.' prof. pub. lib. exp. Salary $24,460. Closing date Jan. 30, 1989. Apply to: Co./City Employment Office, 555 S. 10th St., Lincoln, NE 68508. AA, EEO employer. Informational interview--ALA Midwinter Placement Ctr.

LATE JOB NOTICES CONTINUED ON PAGE 962.

LATE JOB NOTICES CONTINUED FROM PAGE 961.

ASST. LIB. DIR. Looking for a great town & lib. in which to apply your enthusiasm & talents? Look no further! We are looking for a ln. to coordinate our CLSI/OCLC network systems & to provide oversight of our technical processing area. Duties incl.: ref., collection development, & general versatility. Qual.: ALA-accred. MLS, familiarity w/the lingo of automation. Salary: $24,397-$36,236 d.o.q. Open until filled. Apply to: City of Prescott, 201 S. Cortez, Prescott, AZ 86303. EOE.

FACULTY VACANCY. Appls. or nominations invited for tenure-track position as Asst. Prof. in field of bibl. control. Teaching/research specialties may incl. descrip. cataloging, subject class., authority control, technical services, or indexing & abstracts. Applicants expected to demonstrate a commitment to quality teaching & show evidence of active research interests. Min. sal. $32,000. Send ltr. or vita to: Faculty Search 1989, School of Lib. Service, Columbia Univ., 516 Butler Lib., New York, NY 10027. Columbia U. is an AA, EO, & M/F employer.

CATLGR., SPECIAL COLLEC. (temp. for 2 yrs.). New York PL seeks candidates for Ln. III (catlgr.) for Carl H. Pforzheimer Shelley & His Circle Collec. (CHPSHCC). CHPSHCC contains approx. 8,000 mss., incl. world's most extensive grp. of autograph ltrs., jnls., poetry, & prose by mem. of Shelley's circle; also comprises 13,000 printed vols. which document these writers & their importance to later authors, critics, & scholars. Will catalog collec., incl. revising, editing, & preparing CHPSHCC card catalog for publication. MLS & substan. exp. as rare bks. & mss. catlgr. in research lib. or similar inst. req'd., as is gen. knowl. of 18th- & 19th-century Eng. lit., working knowl. of wide range of European langs., & substan. knowl. & exp. in methods & techniques of monograph & ms. cataloging. Starting sal. $29,863, excellent ben. Closing date: Dec. 23. Res. to: Francine Feuerman, NYPL, 8 W. 40th St., New York NY 10018. Candidates selected for further consid. will be contacted. EOE, M/F.

CITY & REG'L. PLANNING LN. Available Aug. 1, 1989. Administers 18,000-vol. dept'l. lib. in city & reg'l. planning. Resp. for all operations except cataloging; ref. service (incl. online database searching & BI) to faculty & students; collec. development & maint.; supvsn. of technical asst. & students; liaison w/dept'l. faculty & the Acad. Affairs Lib. Qual.: ALA-MLS; bkgrd. in a field related to city & reg'l. planning req'd. Exp. w/ref., online searching, & collec. development desired, as well as abil. to work independently. Salary & ben.: 12-mo. acad. appt. at UNC-CH; $22,000 & standard state ben. of annual & sick leave, insurance coverage, & retirement plan. Deadline for appl.: Original appl. deadline was Dec. 1, but review of candidates will continue until position is filled. Send res. & names of 3 ref. to: Barbara DeLon, Lib. Personnel Offcr., CB #3900, Davis Lib., U. N.C. at Chapel Hill, Chapel Hill, NC 27599. An equal-opportu-nity, affirmative-action employer.

SERIALS CATALOGER. Available March 1, 1989. Resp. incl. serials cataloging & assisting in revision of work of copy catlgrs. in serials cataloging section, incl. final revision before input to database. Has chief resp. for editing of records for serials retrospec. conversion project & for supvsn. of staff & student assts. performing this task. Other duties & special projects as assigned by section head. Qual. req'd.: ALA-MLS; abil. to work w/at least one Western European lang. in addition to English. Pref.: Exp. as a serials cataloger; exp. in using AACR2, LC class. & LCSH, & OCLC cataloging technology. Sal. & ben.: $20,000 min. Standard state ben. of annual & sick leave, insurance coverage, & retirement plan. 12-mo. acad. appt. at UNC-CH. Deadline for appl.: Jan. 16, 1989. Send ltr. of appl., res., & names of 3 ref. to: Barbara DeLon, Lib. Persnl. Offcr., CB #3900, Davis Lib., U. N.C. at Chapel Hill, Chapel Hill NC 27599. An equal-opportunity, affirmative-action employer.

OUTREACH & AV DEPT. HEAD, Noblesville Pub. Lib. ALA-MLS. $19,000+, dep. upon qual., good insurance package, PERS, other ben. In charge of mobile van service, adult programming, displays, & exhibits. Lib. has public access computers, videocassettes, books on tape, large print, microforms, phono records, compact discs, film service, etc. Just starting service for deaf & hearing-impaired. Also is one of the fastest-growing lib. districts in the state. Come join us! Closes when filled. Send resume to: David Cooper, Director, Noblesville Southeastern Pub. Lib., One Library Plaza, Noblesville, IN 46060.

CIRC./REF. LN. Develop & implement policies & procedures for circ.; compile & maintain circ. stats.; & provide ref. & bibl. instruc. & collec. development. ALA-MLS req'd. Circ. & ref. exp. desired. Commitment to community-college philosophy. 10.5 mos.; $27,472-$38,407 (dep. upon combination of ed. & exp.). Open, but may be closed at any time after Jan. 3, 1989. Please call to determine availability of position after that date. Please submit a completed appl. for employment form, transcripts, & res. Appl. or info. may be obtained from: Off. of Persnl. Services, McLennan Community Col., 1400 College Dr., Waco, TX 76708; 817-756-6551 x305. EOE.

LIB. CONSULTANTS, 2 POSITIONS, State Lib. of Iowa. Salary range $25,396-$34,112. Positions plan & deliver consulting services to staff & trustees of Iowa libs., serve as resource persons for wkshps., confs., & training programs. Both positions req. ALA-MLS & 3 yrs.' prof. ln. exp., excellent communication skills, abil. to work well w/other people, & abil. to project friendly & helpful image to lib. community of the state. Both may involve some travel. 1) AUTOMATION CONSULTANT. Exp. in lib. automation. Bachelor's degree in computer science desirable. Strong knowl. of current lib. technology. 2) BLDG. CONSULTANT. Assists in admin. of LSCA program w/ specific resp. for Title II projects & for site visits. Exp. in lib. facility planning, design, or construction. Knowl. of lib. construction & renovation, & the legal reqs. relating to accessibility of lib. services. To apply: Send ltr. of appl. & resume by Jan. 15, 1989, to: Ia. Dept. of Persnl., Grimes State Off. Bldg., E. 14th & Grand, Des Moines, IA 50319-0150. EEO, AA employer. Women & minorities are encouraged to apply.

SLAVIC & EAST EUROPEAN STUDIES LN. Search reopened. Resp. incl. collec. development to support teaching & research in East European & Slavic studies in both vernacular & Western langs.; & to provide ref. & research service as well as BI. Req'd.: ALA-MLS; fluent reading knowl. of Russian; relevant exp. in acad. or research lib.; knowl. of bibl. & research methodologies in East European & Slavic studies; demon. abil. to communicate effectively, orally & in writing, in English. Highly des.: knowl. of other East European & Slavic langs.; adv. degree in East European or Slavic studies; familiarity w/East European & Slavic book trade; exp. w/online systems &/or bibl. utils. Lns. have fac. status & resp., incl. research, publication, & service. Sal.: $23,040-$32,040. Appls. rec'd. by Jan. 15, 1989, will receive 1st consid. Incl. names/adds./ph. nos. of 3 ref. Apply to: Sharon A. Sullivan, Ohio State Univ. Libs., 1858 Neil Ave., Columbus, OH 43210. Qualified women, minority, & handicapped persons are encouraged to apply.

DIRECTOR, Univ. Libs., Northern Ill. U. Senior faculty member & chief admin. officer of the Univ. Libs., serving as a member of the Council of Deans & reporting to the v.p. & provost. A grad. degree in lnshp. (MLS or equiv. from ALA-accred. program) req'd.; in addition, a research doctorate is preferred. Other responsibilities, qual., & a detailed job description will be supplied to all applicants & nominees. Salary range: $50,000-$70,000. Nominations are invited by Dec. 15. Complete appls., incl. statement of interest & qual., curriculum vitae, & names, adds., & ph. nos. of 5 ref., should be sent by Jan. 15, 1989, to: Kendall L. Baker, Chair, Director of Libs. Search Committee, Office of V.P. & Provost, Northern Ill. Univ., DeKalb, IL 60115. Northern Ill. Univ. is an equal-opportunity, affirmative-action employer.

LEADS INFORMATION

Guidelines

A salary range is required for all job recruitment ads per the guidelines of the American Library Association. "Faculty rank" and "status" are variable and should be explored carefully by applicants. ALA opposes residency requirements. Direct or implied biases will be edited out of ads. Job titles should reflect responsibilities as defined in ALA personnel guidelines.

Frequency/Deadlines

LEADS classifieds: **All line/display classifieds received by the 5th** (or, when *AL's* offices are closed on the 5th, the next business day) will appear in the next month's issue. Issue dates are the first of every month except July. (Vacancies filled after submission can be stamped "filled" until the 18th; advertiser is billed for original ad.) **Late job notices** are accepted by phone only, as space permits, **beginning on the 10th.**

***GRAPEVINE* weekly online job alert:** All job ads received at *AL* by the end of each workweek that are designated for GRAPEVINE will appear in the following Monday's issue. Published only via ALANET (to read, type VINE at system level or from within the Units menu, ALANET 4). Life of ad determined by employer's application deadline; if no deadline is given, ad runs for 2 consecutive issues.

Address

Contact: Beverly Goldberg, LEADS, *American Libraries,* 50 E. Huron St., Chicago, IL 60611; 312-944-6780 x326 (toll-free 800-545-2433; in Ill. only 800-545-2444; in Canada 800-545-2455). Fax: 312-440-0901.

Electronic Mail: Via ALANET: write c/o AL.LEADS or use the LEADSAD online order form. Via TELEX: 490-999-2040 ALA UI (TWX prefix 710).

LEADS Rates

NOTE: *ALA organizational membership required for discounts on job recruitment advertising.*

Joblines: Free listing of numbers and addresses for nonprofit job clearinghouses. Please provide numbers and addresses for employers to contact joblines. No commercial agencies. **(NOTE: *AL* does not supply job lists or forward jobs to clearinghouses.)**

Positions Wanted: ALA personal members receive first 50 words free, 50 cents each word over (limit 3 free ads/year). Nonmembers: 50 cents/word.

Positions Open, Professional Exchange, or **Requests for Proposals** (Please state department and format desired):

Line-by-line: $6/line; 25% off for ALA organizational members ($4.50/line).

Display: Boxes, larger type, prominent format. $60/column inch; 25% off for ALA organizational members.

Late Job Notices: $6/line (no display ads accepted); 17% off for ALA organizational members (no phone surcharge). See complete instructions in section.

Automation Exchange: Computer materials available or wanted. Headings include Peripherals; Instructional Materials; Used Hardware; Public Domain Software; and Hard/Software Wanted. (Please state section desired.) $6/line (no display ads accepted); multiple-insertion discounts on total cost: 2–5 months per year, 5% off; 6 months or more, 10%. No ALA membership discounts applicable.

Consumer Classies: Headings include Available At No Charge; For Sale; Wanted; Barter; Personal; Out-of-Print Books; Periodicals and Serials; and Services and Sources. (Please state section desired.) Format and rates same as for Automation Exchange above.

Datebook: Line-by-line or display format. See rate box in section.

Box numbers: *AL* will provide blind box numbers on advertiser's request for $10 surcharge (free to ALA personal members placing Positions Wanted ads).

To reply to box nos., write: Box (no.), c/o Beverly Goldberg at *American Libraries.* Mark mailing envelope "Confidential."

PLEASE NOTE:

1) All *AL* classified ads accepted by phone incur a surcharge ($5 total for line ads and $10 total for display ads), except for Late Jobs.

2) Advertisers using purchase orders should supply purchase order numbers to *AL* within 2 weeks of placement of advertising. Later receipt will result in incomplete billing.

GRAPEVINE Rates

Brief job listings only. Published only on ALANET; contents independent of *AL's* LEADS classifieds. Format includes: position title; salary range; application deadline; and contact name/address/phone. (Job rank and start date optional.) If the same position is advertised in *AL's* LEADS classifieds, a cross reference to the corresponding LEADS ad is given. $25/listing; $10/listing if same job opening advertised in *AL's* LEADS classifieds. No ALA membership discounts applicable.

JOBLINES

Joblines will appear in full whenever space permits. They will appear in abbreviated form (as below) the rest of the year to make room for expanded Positions Open listings.

NOTE: *AL* ***does not*** supply job lists or forward jobs to clearinghouses. For complete Joblines, see September *AL,* p. 675.

ASIS, ASIS Hdqtrs., 1424 16 St. NW, Suite 404, Washington, DC 20036; **Ariz.,** 602-278-1327, see also Mountain Plains; **ACRL,** 312-944-6795; **Br. Columbia,** 604-430-6411; **Calif.,** 916-443-1222 or 818-797-4602; **CMLEA,** 415-697-8832; **(Calif.) San Andreas-S.F. Bay/SLA,** 408-378-8854, 415-391-7441, or via Dialmail and Ontyme electronic mail services; **S. Calif./SLA,** 818-795-2145; **Canadian Assn. of Special Libs. & Info. Svcs.**/Ottawa Chap., 613-237-3688; **Colo.,** 303-866-6741, see also Mountain Plains; **Conn.,** 203-645-8090; **(D.C.) Metro. Wash.,** 202-223-2272; **Del.,** 302-736-4748 (in Del. only, 800-282-8696); **Drexel Univ.,** 215-895-1672; **Fla.,** 904-488-5232; **Ill.,** 312-828-0930; **Ind.,** 317-926-6561; **Institutional Libs.,** S. Carlson, R.I. Dept. of State Lib. Svcs., 95 Davis St., Providence 02908; **Ia.,** C. Emerson, State Lib. of Iowa, Historical Bldg., Des Moines 50319; **Kans.,** see Mountain Plains; **Md.,** 301-685-5760; **Mich.,** 517-694-7440; **Midwest,** 317-926-8770; **Mo.,** 314-442-6590; **Mont.,** see Mountain Plains; **Mountain Plains,** 605-677-5757; **Nebr.,** 402-471-2045, see also Mountain Plains; **New Eng.,** 617-738-3148; **Nev.,** see Mountain Plains; **N.J.,** 609-695-2121; **N.Y.,** 212-227-8483; **N.Y. Chap./SLA,** 212-214-4226; **N.C.,** 919-733-6410; **N.D.,** see Mountain Plains; **Okla.,** 405-521-4202; **Ore.,** 503-585-2232; **PNLA,** 206-543-2890; **Pa.,** 717-234-4646; **PLA,** 312-664-5627; **R.I.,** C. Schoonover, c/o Kingston Free Lib., 1329 Kingstown Rd., Kingston 02881; **Rural Libs.,** M. Jaugstetter, Col. of Lib. Sci., Clarion Univ. of Pa., 16214; **S.C.,** Univ. of, 803-777-8443; **S.D.,** see Mountain Plains; **SLA,** 202-234-3632; **Tex.,** 512-463-5470; **Utah,** see Mountain Plains; **Vet. Admin. Lib. Network,** 202-233-2820; **Va.,** 703-370-7267; **W. Va.,** call Pa. Coop. Job Hotline; **Wyo.,** see Mountain Plains.

REQUESTS FOR PROPOSALS

REQUEST FOR PROPOSALS FOR FULL USMARC RECORDS AND AUTHORITY CONTROL for a CLSI expanded-title database of 525,000 records. RFPs will be issued Jan. 23, 1989; and proposals will be received no later than 2 pm, C.S.T., March 14, 1989. Interested vendors may request a copy of the RFP from: Sandra Donahue, Automation Consultant, **DuPage Library System, Box 268, Geneva, IL 60134; 312-232-8457; Fax: 312-232-1584.**

CAREER OPPORTUNITIES

PROFESSIONAL EXCHANGE

MEDIA SPECIALIST, HOMER (ALAS.) HIGH SCHOOL (G 9–12), wishes to exchange positions with another secondary media specialist in the Southwest for the 1989–90 school year, preferably Santa Fe, Albuquerque, or Flagstaff. Applicant must be approved by the Kenai Peninsula Borough School District. Salary and benefits to be retained by each individual. Exchange of residences can be negotiated. Respond to: Patricia May, POB 3002, Homer, AK 99603; 907-235-8264 and to: Dale Sandahl, Associate Superintendent, Personnel, 148 N. Binkley, Soldotna, AK 99669; 907-262-5846.

POSITIONS WANTED

LIBRARY GENERALIST WITH 21 YRS.' EXPERIENCE as director of private school and college libraries in 3 countries seeks position, preferably in West. Experienced in library management, acquisitions, reference, cataloging with Dewey, LC, Sears, LCSH, AACR2, MARC, and OCLC. Reply to: Robert Baldwin, 785 Bates Ave., Reno, NV 89502; 702-323-3679.

LIBRARIAN SEEKS POSITION IN ARIZONA OR NEW MEXICO. ALA-MLS plus another master's, experienced but willing to accept entry-level position, familiar with Dewey, LCSH, AACR2, MARC, OCLC, some knowledge of LC classification, seeks position in Arizona or New Mexico. Reply to: Box-986-W, c/o LEADS editor, *American Libraries.*

AV, BOOKMOBILE, CHILDREN, CIRCULATION, COMMERCE, DOCS., GENERAL CATALOG, INSTRUCTION, MEDICAL, REFERENCE—Quick study, will work your front desk or back shop, 1–9 mos., Feb. 15–Nov. 15. Scale + one mo.'s advance; call 702-945-2754 or write M. L. Pierce, Hawthorne, NV 89415-1721.

***POSITIONS WANTED* cont. on next page.**

POSITIONS WANTED continued.

MLS, UNIVERSITY OF PUERTO RICO; 23 YRS.' EXPERIENCE. UDC, Dewey, Reference, AACR2, Latin American Bibliography. Spanish native tongue, Portuguese, good command of English. Actually working as reference librarian in Puerto Rico. Ready to accept a new position July 1989. Need Visa H1. Reply to: Alonso Altamirano Muñoz Rivera, 1007 Darlington, 804 Rio Piedras, PR 00925.

RETURNING TO CHICAGOLAND to be with fiance. Willing to work in suburbs from southern Wisconsin to northern Indiana. 10 yrs.' paid experience; have worked children's, adult reference, circulation, technical services. MLS from Ball State University. Contact: Elaine Snodgrasse, 543 S.E. 7th Dr., Belle Glade, FL 33430; 407-996-0329 (home) or 407-996-0445 (work).

INFORMATION SPECIALIST with 15 yrs.' experience in public and corporate information centers seeks challenging market research/information specialist position with company in Western U.S. Experience includes working for several top Fortune 500 companies in the fields of telecommunications, computers, and other scientific areas. Heavy database skills. Strong commitment to research. Reply to Rich Bernaldo, 2845 Spruce St., Union, NJ 07083; 201-687-5637.

Regional salary guide

Listed below are the latest minimum starting salary figures recommended by 15 state library associations and the North Carolina State Library for professional library posts in these states. LEADS advises job seekers and employers in these states to consider the recommended minimums when evaluating professional vacancies.

Connecticut	$22,200
Indiana	varies*
Iowa	$18,792
Kansas	$17,500*
Louisiana	$20,000
Maine	varies*
Massachusetts	$20,000
New Hampshire	$17,500
New Jersey	$20,350
New York	varies*
North Carolina	$20,832**
Ohio	$20,024
Pennsylvania	$18,000
Rhode Island	$20,000
Vermont	$18,500
West Virginia	$20,000

* Rather than establish one statewide salary minimum, some state associations have adopted a formula based on variables such as comparable salaries for public school teachers in each community, or the grade level of a professional librarian post. Before applying for a library post in one of these states, LEADS recommends that job seekers contact the state association for minimum salary information.

** North Carolina State Library's recommendation is only for public librarians.

POSITIONS OPEN

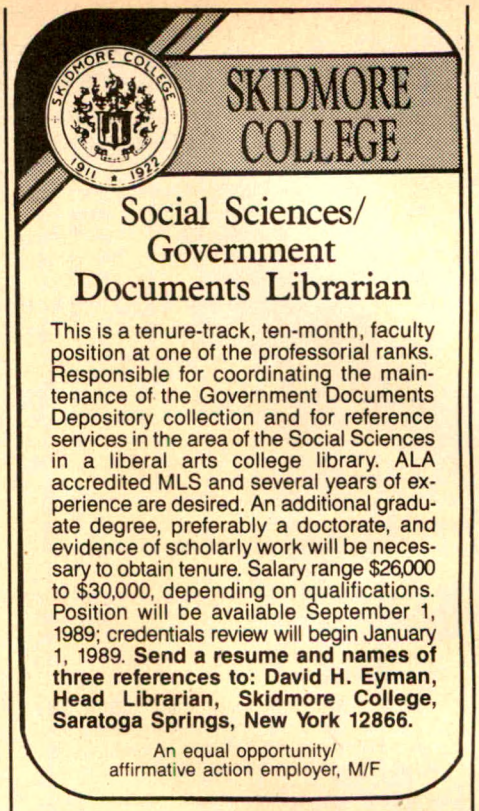
ACADEMIC LIBRARY

Administrative services librarian. Coordinates staff development programs, staff orientation, student worker programs, publications and communications, and activities related to the recruitment, appointment, and evaluation of library staff. The position reports to the director of the library and works closely with area unit heads and the university's personnel office. The University of North Carolina at Charlotte has received national recognition for the quality of its programs. The library is noted for its application of automation and is highly regarded on the campus. *QUALIFICATIONS:* ALA-accredited master's degree. Minimum of 5 yrs.' experience in an academic library, including 3 yrs. in a supervisory or administrative capacity. Excellent interpersonal and communication skills and the ability to work effectively with all levels of staff are required. Knowledge of microcomputer applications in libraries is highly desirable. Benefits: 12-mo. appointment, tenure-track position, rank commensurate with experience. State-mandated benefits. Salary: $27,000 minimum. **Send resume and the names of 3 references by Jan. 30, 1989,** to: Raymond A. Frankle, Director, **J. Murrey Atkins Library, Univ. of North Carolina at Charlotte, Charlotte, NC 28223.** UNC/Charlotte is an equal-opportunity, affirmative-action employer. UNC/Charlotte complies fully with the Immigration Reform and Control Act of 1986. Women and minorities are encouraged to apply.

Assistant director for information services. The University of Houston Libraries seek to build an innovative information environment through the application of advanced information technology to the units which directly serve students and faculty. Under general direction of the associate director for public services and collection development, assumes a leadership role in planning and implementing services that incorporate new technological capabilities in meeting informational needs. Develops and manages information services programs including reference/information desk, electronic information center, computerized information retrieval services, library instruction, government documents, and 4 branch libraries. Staff includes 13 librarians, 14 FTE support staff plus student assistants. Requires ALA-accredited master's degree; minimum 4 yrs.' relevant professional experience; ability to work with and relate well to a diverse constituency; excellent analytical and communication skills; initiative, creativity, organizational ability; ability to maintain effective working relationships with colleagues in the libraries and the university; decisiveness, intellectual independence, and willingness to express a point of view; and ability to function in a matrix-oriented team environment. Salary: $35,000 depending on qualifications. Excellent benefits package; choice of retirement programs; no state or local income tax. As the research library for a 4-campus system, the University of Houston Libraries holdings exceed 1.5 million volumes, with a current materials budget of $2.2 million. Total staff includes 45 professionals and 130 support staff. The library is a member of ARL. **Nominations or applications received by Feb. 15, 1989, will receive first consideration.** Preliminary interviews may be held during ALA Midwinter. Send nominations or applications with resume and names of 3 references to: Dana Rooks, Assistant Director for Administration, **Univ. of Houston Libs., Houston, TX 77204-2091.** Equal-opportunity employer.

Assistant director for technical services. The assistant director for technical services is responsible for the acquisition and bibliographic control of library materials for the Robert Scott Small (main) Library, the Learning Resources Center, and the Marine Resources Library. The assistant director for technical services is responsible for the coordination of all automated operations in the libraries. The assistant director for technical services supervises 2 departments, cataloging and collection development, comprising 3 librarians and 7 library technical assistants. The assistant director for technical services reports to and is evaluated by the director of libraries. The Data Research Associates' Atlas Library System is currently in operation. The library also maintains an automated serials control system and an automated acquisitions system within the technical services division. *REQUIREMENTS:* ALA-accredited MLS; minimum of 7 yrs.' library experience, preferably in an academic library; management or development experience with automated library systems; comprehensive knowledge of trends and issues in bibliographic control and automation; familiarity with collection development preferred; demonstrated ability to work effectively with staff, faculty, and students. Salary $35,000 minimum. **Send resume and names of 3 references by Jan. 15, 1989,** to: David Cohen, Director of Libraries, **College of Charleston, Charleston, SC 29424.**

Assistant librarian. Potsdam College of the State University of New York is pleased to announce the availability of a library minority internship. This is a full-time, temporary, one-yr. position, renewable for a 2nd yr., and is open to members of recognized minority groups who are recent graduates or near-graduates of ALA-accredited library programs. The position is available Jan. 1, 1989. The position is that of library generalist and offers an opportunity to experience a broad range of library operations in both technical and public service areas as well as opportunities, as a faculty member, for involvement in campus-wide activities with students and other faculty. Comprehensive benefit programs are available. *QUALIFICATIONS:* Graduate or near-graduate of ALA-accredited library program; enthusiasm and desire to pursue a career in academic librarianship and commitment to the goals of a liberal arts education; member of recognized minority group. Salary: $20,400 annual. **Application review will commence in December** and continue until a suitable candidate is identified. Send letter of application, vita, and letters of reference to: Germaine Linkins, Director of Libraries, **Potsdam**



College, Potsdam, NY 13676. Potsdam College is committed to providing opportunities for women and minorities and actively seeks these candidates.

Assistant to the dean (systems and planning). The Henry Madden Library of California State University/Fresno seeks a systems librarian to participate in planning, procuring, and implementing an integrated online public access catalog and circulation system, and then direct the operation of the new system. *REQUIRED QUALIFICATIONS:* A master's degree from an ALA-accredited institution; substantial experience as a professional librarian, preferably in an academic library, including experience with computer-based systems. *Preferred qualifications:* Knowledge of library systems analysis, computer hardware/software technologies, and MARC and its application to automation; experience in planning, procuring, and implementing an online public access catalog and circulation system; experience in writing technical specifications for online library system; experience in writing technical specifications for online library systems; and other educational background/training related to the duties of the position. Coursework in systems analysis and/or computer programming is preferred. Full-time, tenure-track, 12-mo. appointment. Appointment date: April 3, 1989. Appointment at rank appropriate to qualifications. Salary range $31,680–$55,548. Liberal university-paid benefits. Informational consultations will be available at the ALA Midwinter Meeting. **Correspondence, applications, and confidential papers should be sent by Feb. 6, 1989,** to: Vincent Smith, Search Committee Chair, **Henry Madden Library, Administrative Office, California State University/Fresno, Fresno, CA 93740-0034.** An affirmative-action, equal-opportunity employer.

Automated information access/reference librarian. Online user services responsibilities include serving as library's primary database searcher; providing staff training; coordinating policies, procedures, documentation, records. Full participation in public service activities, including bibliographic instruction, general reference, collection development. Major library planning and construction project in progress, unique opportunity for involvement. Reports to head of public services. Tenure-track position, ALA-accredited MLS required, professional experience desirable. Salary, $19,000 minimum (12 mos.), plus liberal faculty benefits, including relocation assistance. **Closing date: Jan. 30, 1989.** Preliminary interviews possible at ALA Midwinter. Send letter of application, resume, and names of 3 references to: Paula Grenell, Head of Public Services, **Crosby Library, Gonzaga University, Spokane, WA 99258.**

Cataloger. Responsible for original and adaptive cataloging. Some participation in public services. *REQUIREMENTS:* Knowledge of cataloging principles and practices, including AACR2, LC classification and subject headings, OCLC in MARC format, and NOTIS. Candidate must demonstrate well-developed interpersonal and communication skills and the ability to work creatively in a rapidly changing environment. *QUALIFICATIONS:* ALA-accredited MLS for appointment at the rank of Instructor (starting salary $25,108–$28,059). An additional subject master's degree is required for appointment at the rank of Assistant Professor (starting salary $27,374–$30,325). 2 yrs.' recent cataloging experience in an academic library preferred. **Application deadline: Jan. 3, 1989.** Send resume, letter of application, and the names of 3 professional references to: Chief Librarian, **Baruch College/CUNY, 17 Lexington Ave., Box 317, New York, NY 10010.** AA, EOE.

Cataloging librarian, a full-time, 12-mo., tenure-track position, available immediately. Performs original and copy cataloging and Library of Congress classification of monographic materials in the social sciences, history, or literature. Participates in the professional activities of the cataloging department. The department staff totals 45 FTE including 15 professional librarians. A fully automated records management system and integrated authority control system are utilized. Requires ALA-accredited MLS; strong reading knowledge of German or French; cataloging experience with AACR2 or recent library school training in cataloging; ability to work effectively with a large staff. Prefer degree or strong coursework in the social sciences, history, or language and literature; reading knowledge of one other Western European classical or modern language (other than Spanish or Portuguese); successful cataloging experience in a research library including the use of Library of Congress subject headings and Library of Congress classification; understanding of cataloging applications of library automation. Annual salary: $19,500–$23,500 dependent upon qualifications. Excellent benefits. **Applications must be postmarked no later than Jan. 3, 1989.** To apply, submit letter of application, resume, undergraduate and graduate transcripts, and names of 3 references to: Sandra Gilliland, **University of Kansas Libraries, Lawrence, KS 66045-2800.** An AA, EEO employer.

Collection development/reference librarian. Redefined, tenure-track position reporting to university librarian. *COLLECTION DEVELOPMENT DUTIES:* Analyze subject strengths/needs for 200,000-volume library; formulate policies and coordinate selection activities of 8 library staff members; serve as liaison with faculty in one or more disciplines. *REFERENCE DUTIES:* Staff reference desk (including one weeknight and occasional academic vacation periods); instruct patrons in use of the library; prepare library guides; perform database searching. *REQUIREMENTS:* MLS from an ALA-accredited school, demonstrated communications and teaching skills. 2nd master's and 2–3 yrs.' experience in an academic library highly desirable. Salary: $20,000 minimum for a 9-mo. contract, depending on qualifications and experience. Librarians have faculty status; they serve on universitywide committees and are eligible for sabbaticals. Benefits include: Blue Cross Select, TIAA/CREF, tuition remission. Environment: Herrick Library serves 2,000 students in a highly rated small comprehensive university located 70 miles south of Rochester in New York's scenic Southern Tier. Colleges of Liberal Arts and Sciences, Nursing, Business and Administration, and Graduate Education provide diversity in a setting where students receive individual attention. Library staff consists of 6 professionals, 4 technical specialists, and 12 support staff. Position is available Aug. 22, 1989. **Application deadline: Feb. 1, 1989.** *APPLICATION:* Send letter of application, current resume, and 3 recent references to: S. S. Crandall, Chair, Search Committee, **Herrick Memorial Library, Alfred University, Alfred, NY 14802.** Alfred University is an affirmative-action, equal-opportunity employer. Women and minorities are encouraged to apply.

East Carolina University

Director of Academic Library Services

East Carolina University invites applications and nominations for director of academic library services. The university—with an enrollment of over 15,000 students in 10 professional schools, a College of Arts and Sciences, a Graduate School, and a School of Medicine—is the 3rd-largest of the 16 constituent institutions of the University of North Carolina. Located in Greenville, a rapidly growing community 90 miles from Raleigh, Durham, and Research Triangle Park, East Carolina is the primary educational resource for the eastern region of the state.

Academic Library Services, comprised of Joyner Library and the Music Library, has combined holdings of almost 900,000 volumes and over 1 million microform items. The staff of 86 includes 30 professional librarians. Affiliated with OCLC through SOLINET, ECU is an LS/2000 site with an online public catalog already in use and automated circulation scheduled for January 1989 implementation.

The director is a senior administrative officer with faculty rank who reports directly to the vice chancellor for academic affairs. The director represents the library on the Council of Academic Deans and has primary responsibility for all phases of library operations, services, and planning. 12-mo. appointment; salary commensurate with qualifications and experience, minimum $50,000/year.

Candidates must possess an ALA-accredited MLS degree and an earned doctorate or equivalent education and experience and a minimum of 10 yrs.' library experience. Significant background as a practicing librarian and successful administrative experience with increasing responsibilities in an academic or research library are required. Candidates must have expertise and experience in university budgeting and planning processes, personnel management, collection and resource development, automation, fundraising, and library facilities planning. Demonstrated leadership ability, superior communication skills, and a history of commitment to participatory management and shared governance are essential.

Ideally, a candidate should have strong empathy for scholars' expectations for the library, a demonstrated record of professional and scholarly activity, and a commitment to service. The individual must be able to work collegially with university officers, faculty, staff, students, and the public and to serve as an effective advocate for the libraries within the university community and outside constituencies.

Screening of applications will begin Jan. 15, 1989. Send applications consisting of a letter summarizing qualifications and a curriculum vitae. Also, have at least 3 letters of recommendation and official transcripts sent to:

Charles Coble
Dean, School of Education
Search Committee for Director of Academic Library Services
Joyner Library
East Carolina University
Greenville, NC 27858-4353

Federal law requires proper documentation of identity and employability at the time of employment. It is requested that this documentation be included with your application. East Carolina University is an affirmative-action, equal-opportunity employer and, as such, encourages applications from women, blacks, and other minorities.

Public Services Librarian Arts and Women's Studies Bibliographer

Mabel Smith Douglass Library, an undergraduate library, has an opening for a dynamic, creative librarian to head its reference department and serve as arts and women's studies bibliographer. *RESPONSIBILITIES INCLUDE* the public service aspects of circulation, reserves, periodicals, media, interlibrary loans, and government documents. Provide reference, database searches, and bibliographic instruction, and work closely with faculty in developing the art and women's studies collection. The women's studies program, situated on the Douglass campus, is one of the best known in the country. If you have an MLS from an accredited library school, 3 yrs.' experience in an academic library including reference and collection development, and excel at interpersonal and supervisory skills, please apply. Advanced subject degree, scholarly record, and background in art or women's studies preferred. Microcomputer experience desirable. Our minimum salary is $30,705 but is negotiable dependent on your experience and qualifications. Rutgers University Libraries are a member of the Research Libraries Group and rank among the nation's top 20 research libraries.

Submit resume and 3 sources for current references no later than Jan. 15, 1989, to: **Sandra Troy (APP. 144), Library Personnel Officer, Rutgers University Libraries, 169 College Ave., New Brunswick, NJ 08903.**

THE STATE UNIVERSITY OF NEW JERSEY
RUTGERS

Equal-opportunity, affirmative-action employer

Associate Librarian for Personnel Harvard College Library

The Harvard College Library, with a staff of 450 in 11 separate library units, is seeking an associate librarian to provide the leadership for and administration of the library's personnel program. The associate librarian will report directly to the librarian and serve as a member of senior management. QUALIFICATIONS: MLS or equivalent; significant training, experience, and/or education in personnel/human resource management; appropriate professional library experience in a research library; knowledge of and experience with library personnel programs; demonstrated written and verbal communication skills; negotiation/conflict resolution skills; ability to work as a member of a team while providing adminisitrative leadership for a diverse system of libraries operating within a faculty and university structure.

Librarian III rank. Salary dependent on qualifications, from $40,000. Good benefits package. Available now. Review of applications will continue until position is filled. Send Resume to: Sally F. Williams, Chairperson, Search Advisory Committee, Library Personnel Office, 98 Widener Library, Harvard University, Cambridge, MA 02138.

An equal opportunity/affirmative action employer.

HARVARD UNIVERSITY

Electronic information services librarian. Under direction of associate director, provides overall development of electronic information services in cooperation with reference unit and other units. *PRIMARY DUTIES:* Sets up and maintains local information and CD-ROM databases, access to vended services such as BRS/After Dark™ and Knowledge Index™, and other electronic information systems. Instructs staff and users on use of information databases. Major duties related to DORIS (local information access system): Maintains screen and files specifications, manages load of citation databases and full text, develops access to computer center data files and transfers bibliographic information into DORIS, serves as a liaison with Division of Administrative Programming Services on DORIS, solicits new files to add to DORIS, and develops new programs related to database establishment and access. *QUALIFICATIONS:* ALA-accredited MLS required. *Preferred:* Experience with online searching techniques and reference services; knowledge of database environment, preferably experience with BRS Search™; excellent writing and teaching skills. Computer science degree or background desirable. Faculty status, retirement plans including S.C. and TIAA/CREF, various medical plan, dental plan, liberal leave. Salary range: $25,000 minimum depending on qualifications. Clemson University Libraries have a collection of 13,500 serial titles and 1.5 million volumes, and use NOTIS. The university, South Carolina's land-grant institution, is located in the foothills of the Blue Ridge Mountains, 30 miles from Greenville, S.C., and within 2 hrs.' driving time from Atlanta, Ga. **Candidates applying by Jan. 20, 1989, will receive first consideration.** Send letter of application with resume and names, addresses, and telephone numbers of 3 references to: Peggy Cover, Chair, Electronic Information Service Librarian Search Committee, **R. M. Cooper Library, Clemson University, Clemson, SC 29634-3001.** EEO, AA employer.

Engineering & computer science reference librarian. *RESPONSIBILITIES INCLUDE* general reference desk work, specialized reference support in engineering and computer science, bibliographic instruction, online searching, collection development, and faculty liaison. Serves as one of 14 reference librarians in a large San Francisco Bay–area university library. San Jose State University is a major multipurpose university and a center for higher education in urbanized, high-technology Silicon Valley. San Jose State has more than 25,000 full- and part-time students enrolled in 77 bachelor's and 59 master's programs. *REQUIRES* an MLS from an ALA-accredited program and excellent communication skills. Undergraduate coursework or library experience in engineering and/or computer science is highly desired; background or experience in related scientific disciplines will also be considered. Experience in reference work, collection development, online searching, and bibliographic instruction is desired. A record of progressive professional and/or scholarly development is required for tenure and promotion. 12-mo. appointment, plus fringe benefits, at the Senior Assistant or Associate Librarian rank depending upon individual qualifications ($31,680–$48,204). 10-mo. work year option available after one yr.'s service. This is a tenure-track position. Full job description available on request. **Apply by Jan. 15, 1989,** with a letter of application, including a complete resume and names of 5 references, to: Library Director, **San Jose State University, San Jose, CA 95192-0028.** An equal-opportunity, affirmative-action, Title IX employer.

Head, catalog department, University of Oklahoma. *DUTIES:* Under the general direction of the director, library technical services, this position is responsible for the management of the catalog department including the following functions: original cataloging, copy cataloging, catalog maintenance, reclassification, retrospective conversion, name and subject authority work, and marking; supervises 4 full-time librarians, 11 classified staff, and numerous student assistants; responsible for planning, review, and implementation of services, procedures, and programs; responsible for the creation and maintenance of bibliographic records for the libraries' local database; coordinates OCLC and RLIN online cataloging and special projects related to the NOTIS system. *QUALIFICATIONS required:* MLS from ALA-accredited library school; 4 yrs.' progressively responsible cataloging experience in an academic library including 2 or more yrs.' supervisory experience; significant knowledge of and experience with major bibliographic utility, AACR2, LC classification and subject headings; knowledge of at least one European language; and evidence of research and publication. *Desirable:* Knowledge of and experience with development of online catalog system; experience with retrospective conversion projects; demonstrated leadership abilities and supervisory skills; strong interpersonal and communication skills; reading knowledge of additional foreign languages; 2nd master's degree and/or additional postgraduate work. **Deadline for applications: Feb. 1, 1989.** Available: April 15, 1989. Salary: $28,000 minimum. Benefits: TIAA/CREF; State Retirement System; comprehensive medical protection; 21 days' vacation; university holidays; generous sick leave. *UNIVERSITY LIBRARIES:* A member of the Research Libraries Group and ARL, the university library consists of a main library and 6 branches. The collection contains more than 2.1 million volumes, 16,000 periodical subscriptions, and 3 outstanding special collections in history of science, Western history, and business history. A major expansion of the main library was completed in May 1982, doubling the size of library facilities. The libraries possess an LS/2 automated circulation system and are heavily involved in other automation activities. *EMPLOYMENT:* Librarians have faculty status, privileges, responsibilities, rank of Assistant Professor or above, and are eligible for tenure. *APPLICATION:* Send letter of application with resume and the names of 3 references including current supervisor to: Donald C. Hudson, Manager, Administrative Services, **University Libraries, University of Oklahoma, Norman, OK 73019.** The University of Oklahoma is an equal-opportunity, affirmative-action employer.

Head, cataloging and records maintenance division, Illinois State University, Milner Library. Overall administrative responsibility for the division including planning, developing, and implementing cataloging policy; and managing and evaluating personnel. Division is responsible for the generation, review, input, and quality control of the library's manual and automated bibliographic records

for monographs, serials, music scores, sound recordings, and other nonprint media; preorder bibliographic searching; and physical processing of materials. Reports to associate university librarian for technical and administrative services. Coordinates activities with other technical services units and public services areas in the library. Coordinates the activities of 8 library faculty and 29 civil service staff in the division. *UNIVERSITY AND LIBRARY:* Illinois State University is a multipurpose university with more than 21,000 students, located in the medium-sized urban area of Normal/Bloomington, 120 miles from Chicago. Academic programs and courses are offered in 33 academic departments organized into 5 colleges with master's degree programs in most fields and 9 doctoral degree programs. Milner Library is the central library facility serving the entire university community with a staff of 111 including 34 professionals, over 1 million volumes, and a materials budget of $1.4 million. The library is a member of the Center for Research Libraries and the Library Computer System (LCS), a resource-sharing network of 27 academic institutions in the State of Illinois. Implementation of ILLINET Online, a statewide online catalog, is expected to be completed in December. *QUALIFICATIONS:* Accredited MLS degree with 2nd advanced degree or certificate of advanced study in library science or another subject discipline. Working knowledge of OCLC and/or other bibliographic utility, AACR2, LC. Excellent written and oral communication skills. Minimum of 5 yrs.' professional experience in academic libraries, primarily in cataloging including at least 3 yrs.' successful administrative experience and proven ability to lead effectively in a collegial setting. Publication and professional activity appropriate for the rank of Assistant Professor or Associate Professor. Extensive knowledge of computer applications in technical services. Salary and rank: $33,000 minimum, faculty rank (Assistant/Associate Professor), and eligibility for tenure. Benefits include State Retirement Program, health insurance, and other fringe benefits. Position available: April 1, 1989. Applications will be accepted until the position is filled. **To assure consideration, send application, resume, and the names of 3 references before Feb. 28, 1989,** to: Fred M. Peterson, University Librarian, **Milner Library, Room 311B, Illinois State University, Normal, IL 61761.** ISU is an equal-opportunity, affirmative-action employer.

Head librarian, Oxford College of Emory University. *RESPONSIBILITIES INCLUDE* the administration and supervision of a 60,000-volume collection, 4 staff members, and 15 part-time student assistants. *MINIMUM QUALIFICATIONS:* Graduate degree from ALA-accredited school; 3 yrs.' professional supervisory experience in an academic library; experience in the implementation of a library automation system; reference and bibliographic instruction experience. Knowledge of collection development, acquisitions, cataloging, and audiovisual equipment and materials required. Salary range: $23,000–$28,000. **Letters must be postmarked by Jan. 15, 1989.** Send letter of application, resume, and 3 letters of recommendation to: Lucas Carpenter, **Oxford College of Emory University, Oxford, GA 30267.** Affirmative-action, equal-opportunity employer.

Head, Mathematics Library, Penn State University Libraries. The Penn State University Libraries are seeking qualified applicants for the position of head of the Mathematics Library at the University Park campus. The Mathematics Library's collection includes 35,000 volumes, and over 500 current periodical and serial subscriptions. The collection supports instruction and research in mathematics, statistics, and computer science. The mathematics librarian, a member of the University Libraries' faculty, is responsible for overall library administration and services, participation in planning, instruction, development of collections, online database searching, and effective involvement with students and faculty. The position reports to the chief of the science and technology department, reference and instructional services division. *REQUIREMENTS:* ALA-accredited MLS or equivalent, plus 3 yrs.' professional experience and demonstrated knowledge of the resources in the relevant fields. Educational background in mathematical sciences preferred. Working knowledge of German, French, or Russian highly desirable. Potential for promotion and tenure will be considered. The University Libraries include a central collection and 6 subject libraries at University Park, and libraries at 20 campuses throughout the commonwealth. Collections include over 2.6 million volumes, as well as extensive holdings of maps, microforms, documents, archives, and manuscript materials. Serving approximately 60,000 students and 3,000 faculty at all locations, the libraries have developed an integrated, automated system (LIAS) which is being used in innovative ways to enhance and extend services. Penn State participates in ARL, RLG, OCLC, and the Pittsburgh Regional Library Center. Position available immediately. Salary and rank dependent on qualifications, minimum $27,000. Benefits include liberal vacation, excellent insurances, state or TIAA/CREF retirement options, and educational privilege. **Application deadline Jan. 15, 1989.** To apply, send letter of application, resume, and names of 3 references to: Nancy Slaybaugh, Personnel Coordinator, **Box M-AL, Penn State University, E505 Pattee Library, University Park, PA 16802.** An affirmative-action, equal-opportunity employer. Women and minorities are encouraged to apply.

Associate Director of Libraries for Information Access and Systems

RESPONSIBILITIES: Under the general direction of the director of libraries, responsible for the day-to-day activities associated with providing library services and information to the university community. Participates in the overall management, policy formulation, and planning for the libraries. Provides leadership in implementing and evaluating services in a collegial, dynamic environment. Recruits, supervises, and evaluates heads of major service units. Develops budget requests and interprets library policies to the academic community. Responsible for all library functional areas with the exception of special collections, development, and administrative services. Serves as liaison coordinator.

REQUIREMENTS: ALA-accredited master's of library science. 2nd master's or higher degree required. Minimum of 5 yrs.' experience in an academic library. Record of increasing administrative responsibility. Proven record of successful management and motivation of personnel. Experience in both public and processing areas of academic libraries. A record of professional involvement on the state and national level. Commitment to the use of technology in the provision of information and library services. Excellent oral and written communication skills.

SALARY AND BENEFITS: Minimum $40,000 for a 12-mo. appointment. Excellent benefits package; 88% of employee portion of Social Security paid for first $16,500 of salary; choice of retirement programs, including TIAA/CREF; no state or local income tax.

GENERAL INFORMATION: Texas Tech, one of 5 comprehensive state universities in Texas, has an enrollment of 24,000. It is located in Lubbock, a cultural and commercial center for the area with a metropolitan population of 225,000. The library has 1.1 million volumes and a materials budget of $1.7 million. Planning for an online catalog is underway.

***APPLICATIONS:* Applications received by Feb. 1, 1989, will be assured consideration.** Position available immediately. Send letter of application, resume, a one-page statement of leadership philosophy, and names of 3 references to: **E. Dale Cluff, Director of Libraries, Texas Tech University, Lubbock, TX 79409.** Direct inquiries about ALA Midwinter conference interviews to: **Gisela Webb, Assistant Director of Libraries for Administrative Services, at 806-742-2258.**

Texas Tech is an affirmative-action, equal-opportunity employer.

Director of Libraries

Mercy College

Nominations and applications are invited for the position of director of libraries at Mercy College. Mercy College is an independent, multicampus institution of higher education which serves a diverse commuter-student population drawn from Westchester County and the New York/New Jersey/Connecticut metropolitan area. The college seeks a highly motivated director who will provide the necessary leadership for enhancing the libraries' position of accessibility, centrality, and vitality within the college.

The director manages library facilities and services at 5 locations with a staff of 35 FTE, an annual budget of $1.2 million, and a collection of over 300,000 volumes. Mercy College Libraries, through a well-developed intrasystem resource sharing, maintain a superior and integral program of library instruction as well as dynamic and expanding audiovisual and learning center services. The libraries also support the college's correctional facility educational program by providing library services to 10 prisons in New York.

RESPONSIBILITIES: The director of libraries, through a management-by-objectives system, is responsible for the leadership and administration of the libraries, the library faculty, and the support staff. The director serves as representative in a variety of campus environments and is expected to maintain active representation of the libraries on local, state, and national levels. He or she provides input for academic as well as other policy concerns in support of the mission of the college.

QUALIFICATIONS: The successful candidate will provide clear evidence of a philosophy of librarianship that is based on high standards of planning and performance, strong service orientation, and a clear concept of the library as a vital educational force within a college community that is committed to knowledge and ideas as well as to information. Also important is a commitment to continuing professional contributions and growth. Appointment will be at the Associate Professor level. *Minimum qualifications:* MLS from an ALA-accredited program; a 2nd master's or a doctorate would be of value. 5 yrs.' increasingly responsible professional experience. **The committee will start reviewing applications Jan. 15, 1989,** and will continue to accept applications until a selection is made. Salary range is in the low to mid-$40s. Send application to: **P. French, Provost and Vice President for Academic Affairs, Mercy College, 555 Broadway, Dobbs Ferry, NY 10522; 914-693-4500.**

Nominations and applications are invited for the position of:

Director of Libraries
Michigan State University

Michigan State University, a member of the American Association of Universities, is one of the nation's leading land-grant institutions with 14 colleges enrolling approximately 40,000 students. The MSU Libraries have an annual budget of approximately $10 million, over 200 staff (of which approximately 75 are librarians), and a rapidly growing collection of more than 3 million volumes with approximately 25,000 separate serial titles received regularly. Most library materials and services reside in a 4-story, 2-wing Central Library, but specialized collections in fields such as business administration, chemistry, engineering, geology, mathematics, music, physics/astronomy, and urban planning are located in the respective departments, schools, and colleges. A separate biomedical library is in the planning/development stage. The library has membership in the Association of Research Libraries and in the Center for Research Libraries in Chicago. Its special collections have been recognized in a number of areas, e.g., history of veterinary medicine, French monarchy, and radical organizations. The library also has responsibility for the University Archives and Historical Collections. Increasingly, library processes are becoming automated and special attention is paid to information networking techniques. The position of director of libraries, which reports directly to the university provost, requires policy development and implementation capacities as well as line responsibility for library services and facilities.

Special features of the position of director of the MSU Libraries include the following: 1) Exercise of strong leadership and management responsibility for MSU's library resources to underwrite excellence in the university's teaching, research, and service functions. 2) Experience and expertise in key administrative activities such as planning, budgeting, and personnel selection and development. 3) Thorough knowledge of state-of-the-art in library technology and systems. A commitment to flexibility and responsiveness in adjusting library resources to the changing mission and clientele of Michigan State University is critical. 4) Cooperation with key academic administrators in fields such as academic computing, instructional media, and instructional and public television is essential. 5) Experience and ability to play an effective leadership role in state, regional, and national library operations.

An applicant should have earned the PhD or its equivalent and provide evidence of strong academic scholarship through a record which might meet standards for an appointment at the rank of Full Professor (with tenure) in an academic department or school in one of MSU's colleges. The candidate also must have an advanced degree in library or information science and must provide evidence of substantial leadership experience in library administrative activities in higher education or related fields. A profound sensitivity to the mission of a premier land-grant/AAU university is essential. Salary comparable to market, with a minimum of $70,000.

Effective starting date is July 1, 1989, or as soon as possible thereafter.

Applications and nominations should be submitted, preferably by Dec. 15; late submissions will be considered if a suitable candidate pool is not identified by the deadline. Submit applications/nominations to: **David K. Scott, Provost, Michigan State University, 438 Administration Bldg., East Lansing, MI 48824-1046.**

Michigan State University is an affirmative-action, equal-opportunity institution.

Head, multicampus library services program. Permanent 12-mo. position. Under the direction of the director of libraries, and in consultation with the multicampus deans, plans, implements, and administers the multicampus library services program. Assesses multicampus library needs. Develops short- and long-range plans. Prepares budget requests and monitors budget allocations. Completes analytical and statistical reports. Supervises multicampus library services personnel. Makes periodic site visits to multicampus locations. Maintains effective working relationships with WSU libraries and Extended University Services personnel to facilitate cooperation and effective services. Initiates and maintains effective relationships with non-WSU-affiliated libraries serving WSU Extended University personnel and students. Provides library services for curricular and research needs of multicampus students and faculty. *REQUIRED:* ALA-accredited MLS or its equivalent; effective reference and teaching experience; effective interpersonal relations and communications skills; previous experience in computer applications. Must build a progressive record of professional/scholarly achievement. *Preferred:* Academic library experience; online search services experience; managerial and supervisory experience. *RANK:* Librarian II or above, dependent on previous relevant experience; faculty status. *SALARY:* $20,000–$25,000, commensurate with experience and qualifications. TIAA/CREF, broad insurance programs, 22 days' vacation, 12 days/yr. sick leave. **Applications should be postmarked by Feb. 15, 1989.** Send letter of application, resume, and names and addresses of 3 references to: Maureen Pastine, Director of Libraries, **Libraries, Washington State University, Pullman, WA 99164-5610.** WSU is an EO, AA educator and employer. Protected group members are encouraged to apply.

Head of government publications department. The department is staffed by one FTE librarian (the department head) and 3 FTE library assistants. It maintains 5 areas: U.S., California state and local, British documents, U.N. publications, and publications of international organizations. The department is responsible for microtext operations as well. *DUTIES AND RESPONSIBILITIES:* Responsible for the operation of the government publications department for the libraries of the Claremont Colleges; develops and manages the department; direct responsibility for one of the 5 collection areas; participates in reference services and instructional programs. Analyzes, recommends, and implements the automation of the processing and control of government publications as warranted by current developments. Oversees microtext operations. Hires, organizes, trains, schedules, supervises, and evaluates government publications staff. Conducts in-house staff development workshops. Prepares budgets, annual reports, and other reports as needed. Develops handouts and guides related to the government publications collection. Consults with the libraries' subject bibliographers on selections. Serves as member of the libraries' Expanded Line Officers Group. Salary: $25,000–$30,000. *QUALIFICATIONS:* MLS degree. Thorough knowledge of depository programs and government publications collection development; ability to provide public services in one or more of the 5 collection areas; 1–2 yrs.' supervisory experience, preferably in an academic library. Highly desirable: Experience in reference services and library instructional programs. Experience with automated library systems. **Deadline for receipt of applications: Dec. 15.** Send resume with names, addresses, and telephone numbers of 3 references. Include cover letter with statement of qualifications. Address to: Alberta Walker, Assistant Director for Technical Services, **Honnold Library, The Claremont Colleges, Claremont, CA 91711.**

Head of information services: Cleveland State University Library seeks a highly qualified individual to join a top library management team in the stimulating, creative environment of an urban university. Manages and provides leadership for information services comprised of the Reference Center, bibliographic instruction, audio-music service, art service, Cleveland Press Library, Curriculum Materials Center, and University Archives. Works at reference desk 5–10 hrs. per week and may select library materials in appropriate subject areas. This position supervises the reference and bibliographic instruction coordinators; the information services activities of 8 librarians, who also report to the other services heads; and the university archivist and 2 classified staff. Works with other members of the management team to develop and implement library policies and programs. Reports to the deputy director. *QUALIFICATIONS required:* ALA-accredited MLS; supervisory experience and skills necessary to manage information services, demonstrated by experience in managing or coordinating at least one aspect of an information services operation (e.g., reference, bibliographic instruction, database searching). 5 yrs.' relevant public service experience in an academic or research library, including substantial reference work. Ability to establish effective working relationships with faculty, staff, and students. Demonstrated leadership, including good interpersonal, communication, and supervisory skills. Potential for professional contribution and growth. *Preferred:* Experience in several of the following: bibliographic instruction, collection development, coordinating subject service areas, database searching, library automation. Minimum salary $32,000. Starting date: April 15, 1989. **Applications received by Jan. 20, 1989, will receive first consideration,** but applications will continue to be accepted until the position is filled. Send letter of application, resume, and names of 3 references to: Brian Ruddick, Assistant to the Director, **Cleveland State University Library, E. 24th & Euclid Ave., Cleveland, OH 44115.** Equal-opportunity employer, M/F/H.

Head of technical services. Luther College seeks a person to be responsible for technical services, especially cataloging. A tenure-track position. Experience preferred. Reports to the head librarian and is responsible for coordinating the work of support staff in cataloging, serials control, catalog maintenance, and materials processing and preservation. Will play a key role in implementation of the Luther OPAC within the following year. Will also be responsible for training and policy development for technical services and will share reference and collection development responsibilities with all professional staff. *REQUIRED:* an ALA-accredited MLS, cataloging expertise, knowledge of AACR2, LC classification, LCSH, experience with a bibliographic utility. Concern for quality control and staff involvement is significant. *Desirable:* foreign language study, online systems experience, 2nd graduate degree, supervisory experience. Rank and salary depend upon qualifications and experience; salary up to $33,000. Generous benefits. Begin late August 1989. Luther College, a Phi Beta Kappa college associated with the Evangelical Lutheran Church in America, is located in the hills of n.e. Iowa. Library development is a priority of administration and faculty. The college enrolls 2,200 students and has a library of over 275,000 volumes in a fine physical plant. **Applications are due by Jan.**

15, 1989; applications received after this date may be considered if the position has not been filled. Preliminary interview possible at ALA Midwinter. Send letter of application, vita, authorized transcripts of undergraduate and graduate work or placement file, and the names and addresses of 3 current references to: Norma J. Hervey, Chair, Library Search Committee, **Luther College, Decorah, IA 52101.** Luther College is an equal-opportunity employer.

Head, original monographs cataloging, University of Georgia Libraries. Salary minimum $22,000. *DUTIES:* The head of the original monographs cataloging unit is responsible to the head of monographs cataloging for the planning, coordination, and control of original cataloging and classification of the libraries' print monographic materials in all languages and subjects. Training and supervision of staff are primary responsibilities of the position. Duties include direct responsibility for 3 librarians and student assistants. Other specific duties include establishing priorities, planning staffing levels, coordinating activities, organizing workflow, and arranging for efficient movement of materials through original monographs cataloging in consultation with the section head; maintaining quality control and production standards, and resolving problems encountered by staff and student assistants concerning original cataloging records; assisting in establishing and evaluating short- and long-term goals and objectives for original monographs cataloging; performing original cataloging for monographic materials in all subjects and various languages using Library of Congress classification, Library of Congress subject headings, and the USMARC format standards which include establishing and maintaining name and subject authority records as necessary. Materials handled by the original monographs cataloging unit include those for the Main and Science Libraries, some laboratory collections, and off-campus research facility libraries. The cataloging department catalogs over 50,000 books, serials, microforms, and nonbook materials yearly. The department has 13 professional and 24 support staff positions. In all activities, the goal is to develop a service-oriented, efficient, and effective staff. *QUALIFICATIONS:* MLS from ALA-accredited library school; 2 yrs.' original monographs cataloging experience in a large academic or research library; experience in the application and use of Library of Congress classification, Library of Congress subject headings, and USMARC format; experience with automated cataloging systems, preferably OCLC; demonstrated understanding of contemporary cataloging rules as well as knowledge of previous codes; ability to work with a broad range of subjects; reading knowledge of 2 or more modern European languages, preferably including German and/or Russian; effective oral and written communication skills; ability to establish and maintain effective working relationships; experience with or knowledge of other automated library systems applicable to technical services desired; supervisory experience desired. *APPLICATION PROCEDURE:* This position will be filled only if suitable applicants are found. **Send letter of application by Jan. 20, 1989,** including resume and names of 3 references, to: Florence E. King, Personnel Librarian, **University of Georgia Libraries, Athens, GA 30602.** An equal-opportunity, affirmative-action institution.

Instructional materials librarian, Loyola University of Chicago, Lewis Towers Library. *RESPONSIBLE FOR* the operation of the library's instructional materials resource collection which contains both print and nonprint materials. The collection is the laboratory collection for the students and faculty in the School of Education. *DUTIES INCLUDE:* Reference service, collection development, and library instruction. Serves as liaison to the curriculum faculty in the School of Education. Supervises student assistants. Also has general reference and instruction assignments. Assists with the technical processing of curriculum materials. Reports to the head of audiovisual services. *QUALIFICATIONS INCLUDE:* ALA-accredited MLS degree; experience in working with K–12 materials in either a library or classroom setting; excellent communication and interpersonal skills. Academic library experience preferred. Salary commensurate with qualifications and experience. Base salary: $21,000. Librarians have limited faculty status, are eligible for librarian sabbatical leaves after 3 yrs., earn 20 days' vacation, and have a standard package of fringe benefits including university contributions to TIAA/CREF. **Applications received by Dec. 31 will receive first consideration,** but applications will continue to be accepted until the position is filled. Qualified applicants should send letter of application, resume, and the names, addresses, and phone numbers of 3 references to: Ellen J. Waite, University Librarian, **Cudahy Library, Loyola University of Chicago, 6525 N. Sheridan Rd., Chicago, IL 60626.** Loyola University of Chicago is an affirmative-action educator and employer.

Librarian and coordinator of Library/Learning Resource Center (LRC), Potomac State College of WVU, Keyser, W. Va. *RESPONSIBILITIES INCLUDE:* collection development, bibliographic teaching duties, and oversight of a wide range of academic and community services. Collection consists of approximately 40,000 volumes and 30,000 items of nonprint, requiring innovative ideas for space utilization. *ADMINISTRATIVE DUTIES INCLUDE* supervision of a staff of one professional, 3 technical assistants, and student aides. *QUALIFICATIONS:* MLS from an ALA-accredited college required; 2nd master's or other advanced degree highly desirable for academic rank consideration; experience in administration and evidence of managerial skills preferred; and experience in use of personal computers as well as online computerization. 12-mo. appointment, $20,000 minimum but salary negotiable. **Closing date: Dec. 31.** To apply, send resume and 3 letters of recommendation to: Nancy Hockensmith, Associate Dean, **Potomac State College of West Virginia University, Keyser, WV 26726.** AA, EOE.

Librarian, Institute of Government Library. The institute, an integral part of the University of North Carolina at Chapel Hill, is devoted to research, teaching, and consultation in state and local government. The library maintains a collection of 15,000 volumes, 25,000 reports and government documents, and 565 periodicals on public law and state and local government. The library's primary purpose is to

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Johns Hopkins University

Director

Milton S. Eisenhower Library

Applications and nominations are invited for the position of director of the Milton S. Eisenhower Library of Johns Hopkins University. The university seeks an individual of energy, enthusiasm, and vision to develop, shape, and direct the library's programs in the Hopkins tradition of excellence. The director must lead the process of formulating and implementing strategies that enhance the collections, advance the use of technologies, and creatively address space requirements.

The Eisenhower Library is a vital, central resource for the university community and is the principal teaching and research library of the university's Homewood campus (the schools of Arts and Sciences, Engineering, and Continuing Studies). Besides the main library facility, it also encompasses the George Peabody Library, the Garrett Library, and support services for a number of off-site academic centers. The collections of the Eisenhower Library total approximately 2 million volumes, as well as extensive holdings of personal manuscripts, maps, and government publications. It operates with a staff of 150. The library has recently implemented a NOTIS automated catalog system and has network access through the Hopkins Academic Computing Center. To strengthen its humanities collections, the Eisenhower Library has received a $1 million challenge grant from the National Endowment for the Humanities.

The director of the library reports directly to the provost and vice president for academic affairs of the university and is a member of the Council of Deans.

THE DIRECTOR'S CHIEF RESPONSIBILITIES ARE: administrative, personnel, and budget management of the library; representation of the library to the academic and administrative constituencies within the university, as well as to external agencies and professional associations; establishing and maintaining effective relations with community groups, Friends of the Library, and alumni; leadership in the formulation and implementation of strategies involving collections, technology, and space planning for the library; fundraising from private and public sources for the library, with the assistance of the library's development officer and of the central development office; coordination of the library's plans and operations with the other libraries of the university; and participation in general universitywide planning for academic programs and financial projections as they relate directly or indirectly to the library.

THE UNIVERSITY IS SEEKING APPLICANTS AND NOMINEES WITH THE FOLLOWING DEMONSTRATED ABILITIES: to articulate a persuasive and achievable vision for academic research libraries; to transform ideas and strategies into programmatic reality; to work collegially and effectively with university faculty, students, staff, and the community; to elicit financial support from individuals and organizations that initiate and sustain library programs and services; and to guide and inspire library staff to develop imaginative, innovative, and responsive approaches to issues and opportunities.

Candidates are expected to be seasoned administrators with substantial experience in academic library program management or comparable activities. Salary minimum $50,000; salary competitive and negotiable.

Applications and nominations should be sent by Dec. 15 to:

John V. Lombardi
Chair, Library Director Search Committee
Room 265, Garland Hall
Johns Hopkins University
34th and Charles Sts.
Baltimore, MD 21218

The university is an equal-opportunity, affirmative-action employer.

ANNOUNCEMENT OF AVAILABLE POSITIONS CALIFORNIA INSTITUTE OF TECHNOLOGY

Automated Systems Librarian

The California Institute of Technology Library is seeking a librarian to assist in training users of automated library systems and to support systems operations within the library. This is a new position which reports to the Head, System Development and has primary responsibility for the interface between systems and users.

Responsibilities: Train staff in use of terminals and microcomputers, prepare documentation for staff, troubleshoot problems related to network communication and use of terminals and microcomputers, serve as back-up computer operator, assist with software maintenance and data loading, and participate in training library users of the online catalog and journal contents system.

Requires a Master's degree in Library Science and a minimum of two years of related experience. Applicants should have experience with online library systems and microcomputers, be familiar with MARC formats, and have necessary writing, speaking, and instructional skills. Experience in public service is also desired.

Science Librarian (Search reopened)

The California Institute of Technology Library is presently seeking a Science Librarian. This is a new position which reports to the head of the Science and Engineering Libraries. The position is responsible for overseeing the daily operations of the math, physics, chemistry, and biology collections in the Millikan Library.

Other duties include providing general reference service, collection development and faculty liaison in specific areas, online searching, and other special projects as assigned.

Applicants for the job must possess a Master's degree in Library Science. A related science degree or experience in a science or research area is required. Experience in an academic science library is desired. The position is available between February and June 1989.

The Caltech Library contains approximately 470,000 volumes, has extensive microfilm and technical report collections, and subscribes to 6,600 serials. It serves about 800 teaching and research faculty, 820 undergraduates, and 1,000 graduate students. The library staff consists of 17 librarians and 38 support staff.

The salary for the above positions is commensurate with experience and qualifications, with a minimum of $2083.00 per month of employment (equivalent to $25,000 annually). For consideration, please send a letter of application with resume and the names and addresses of three references to: **Glenn L. Brudvig, Director of Information Resources, Millikan Library, California Institute of Technology, Pasadena, CA 91125.** *We are an affirmative action/equal opportunity employer. Women & minorities are encouraged to apply.*



Caltech

serve the needs of the institute's 37 faculty members. The librarian is responsible for all operations, including reference services, online database searching, collection development and maintenance, supervision of 2 assistant librarians and 3 student assistants, and liaison with the Academic Affairs Library. *REQUIRES* MLS from an ALA-accredited library school and experience with reference, online searching, supervision, and administration. Experience with legal and government materials and computer applications is desirable. Salary negotiable within a range of $27,000–$35,000, depending on experience and training. Benefits include vacation and sick leave, medical insurance coverage, and retirement plan. Available April 1, 1989. **Application deadline: Jan. 15, 1989.** Send resume, letter of application, and names of 3 references to: John Sanders, Director, **Institute of Government, CB# 3330, Knapp Bldg., University of North Carolina at Chapel Hill, Chapel Hill, NC 27599-3330.** Equal-opportunity and affirmative-action employer.

Librarians (3 positions), Ferris State University, searches extended (open until filled). 1) **Department head, reference & instructional services,** directing reference, bibliographic instruction, extension services, and ILL; 3 yrs.' supervisory experience and MLS required, additional credentials preferred with knowledge of automated reference and computer-assisted instruction; $30,000 minimum, administrative appointment. 2) **Health sciences reference librarian & branch coordinator** for 3 professional schools; MLS plus additional degrees and experience equivalent to 2 yrs.; $25,000 minimum, faculty appointment. 3) **Cataloger, coordinator for bibliographic control (OCLC);** MLS plus degrees and experience equivalent to 2 yrs., with preference for experience in automation and OPAC implementation (PALS or NOTIS); $25,000 minimum, faculty appointment. Ferris State University has 11,700 students plus 686 faculty and administrators with programs ranging from associate to doctorate degrees in schools of Arts & Science, Business, Technology, Allied Health, Pharmacy, Optometry, and a life-long learning center plus 4 off-campus centers. It is in Big Rapids, a community of 26,000, including students, 54 miles north of Grand Rapids, Michigan's 2nd-largest metropolitan area. FSU's library & instructional services (media production & distribution, academic computing) has a staff of ca. 75 and budget of over $2 million, with collections of ca. 1.5 million bibliographic units. Apply with letter, resume, and 3 references to: R. Dodge, LIS Admin., **Ferris State University Library, Big Rapids, MI 49307-2295;** (for more information, call **616-592-3724).** FSU is an equal-opportunity, affirmative-action employer.

Manager of information services. Major technological library seeks results-oriented manager with strong leadership abilities, interpersonal skills, and innovativeness. Must demonstrate ability to handle diverse responsibilities, including interlibrary loan, database searching, reference and referral requests, a unique article/document retrieval operation, and new technology. ALA-accredited MLS, and professional experience desired. Salary: $30,275. Please send letter of application and resume to: Richard T. Sweeney, Dean of Libraries, **Polytechnic University, 333 Jay St., Brooklyn, NY 11201.** Equal-opportunity employer, M/F/H/V.

Monograph cataloger. Responsible for original cataloging of monographs and media, cataloging of special collections, catalog maintenance, and bibliographic holdings. 3 full-time staff plus students. Assist in implementation of an online catalog. The University of Toledo is a state university of 23,000 students offering associate, bachelor's, professional, and doctorate degrees in 8 colleges. *QUALIFICATIONS:* MLS from an ALA-accredited school; 3 or more yrs.' cataloging experience in an academic library with an automated cataloging system (preferably OCLC). Faculty status; 12-mo. contract; very liberal fringe benefits; salary about $27,500 depending upon qualifications. Position available July 1, 1989. **For full consideration, applications should be received by Jan. 20, 1989.** Applications will be accepted until the position is filled. Send letter of application, resume, and the names, addresses, and telephone numbers of at least 3 references to: Alan D. Hogan, Chair of Search Committee, **William S. Carlson Library, University of Toledo, Toledo, OH 43606.** The University of Toledo is an equal-opportunity, affirmative-action employer.

Periodicals/serials librarian. Minot State University has an opening for a periodicals/serials librarian to organize, maintain, assess, and catalog the periodical and serial collections. Additional work will include assisting in collection development for an assigned area, work at the reference desk, and teaching part-time in the undergraduate library science program. *QUALIFICATIONS:* A master's degree in library science is required as well as the ability to work effectively with students, faculty, and library staff. Salary: $16,032 and up, depending upon qualifications and experience. Benefits: TIAA/CREF, Blue Cross–Blue Shield. **Send letter of application, resume, and the names and addresses of 3 references by Jan. 2, 1989,** to: Susan Podrygula, Chair of Search Committee, **Memorial Library, Minot State University, Minot, ND 58701.**

Reference bibliographer/Assistant Professor, (tenure-track appointment), John Davis Williams Library, University of Mississippi. *RESPONSIBILITIES:* Subject bibliographer for English, art, journalism, speech and theater, music, general reference service, online and CD-ROM searching, and bibliographic instruction at introductory and upper-division levels. *REQUIREMENTS:* ALA-accredited MLS, at least 2 yrs.' professional academic library experience, 2nd advanced degree preferred. Successful candidate will be involved in promoting reference services in a soon-to-be automated research library with a strong commitment to collection development in the humanities. Salary minimum $19,500. There is a possibility of on-campus faculty housing. The university is located in Oxford, a small, attractive city in northern Mississippi. **Send letter of application, resume, and references before Jan. 15, 1989,** to: Thomas M. Verich, **John Davis Williams Library, University of Mississippi, University, MS 38677.** The University of Mississippi is an equal-opportunity, affirmative-action employer.

Reference librarian/business subject specialist at Arizona State University, where 3 business librarians share responsibility for serving the students and faculty of the College of Business, and where a beautiful new underground library addition is scheduled to

open in January 1989. Responsibilities encompass 4 major areas: general reference service, collection development, faculty liaison, and specialized public service for business in database searching, orientation and instruction, and in-depth reference and research. *REQUIRED QUALIFICATIONS:* ALA-accredited MLS degree or foreign equivalent; strong background in business or a business-related field; strong communication and interpersonal skills; experience and/or demonstrated interest in public service. *Preferred:* Academic training in business; relevant professional experience; reference experience; experience in using business reference sources; training and/or experience in collection development, library instruction, and/or online searching. Salary: Dependent on qualifications and experience ($20,000 minimum). *APPLICATION DEADLINE:* Recruitment will remain open until the position is filled. **To ensure consideration, please apply by Jan. 20, 1989.** Application instructions: Send letter and resume which together address the qualifications listed above, and the names, addresses, and telephone numbers of 4 recent references to: Constance Corey, Associate Dean of University Libraries, **Hayden Library, Arizona State University, Tempe, AZ 85287-1006; 602-965-3417.**

Reference librarian, science and technology, 3 positions (entry-level). Provides comprehensive reference assistance with emphasis on the sciences from a centralized reference collection. Prepares bibliographies and guides to the literature for use in staff training and classroom instruction. Assists with bibliographic instruction, computerized reference services, and CD-ROM search services. Serves as one of 7 reference division resource librarians in the sciences. Responsible for reference collection development in assigned areas. *QUALIFICATIONS:* ALA-MLS. Academic background in the sciences required, preferably in agriculture or physical or life sciences. 2nd master's degree in science-related field preferred. Preprofessional library experience and experience with online systems of bibliographic data retrieval desirable. Salary: $20,000 for 10.5 mos.; $21,000 with additional master's. *BENEFITS:* Competitive benefits package. No state or local income tax. Faculty rank. ***EXTENDED CLOSING DATE:*** **Applications received by Jan. 31, 1989, will receive first consideration.** Write or call for complete description of duties, qualifications, and benefits. To apply, send letter of application, resume, and names and telephone numbers of 3 professional references to: Roberta Pitts, Head, Personnel Operations, **Evans Library, Texas A&M University, College Station, TX 77843-5000; 409-845-8111.** AA, EEO employer.

Reference librarian. This assistant reference librarian is responsible for professional reference service, including some evening and weekend work, in a busy metropolitan university library with a diverse clientele. Database searching, library user instruction, and collection development are other dimensions of this position. Faculty rank and status, 12-mo. contract, tenure track with liberal fringe benefits. Salary is $20,000. We are seeking a reference librarian with an ALA-accredited MLS. Applications will be accepted until the position is filled. Send letter of application, resume, and the names, addresses, and telephone numbers of at least 3 references to: Kathleen Voigt, Chair of Search Committee, **William S. Carlson Library, University of Toledo, Toledo, OH 43606.** The University of Toledo is an equal-opportunity, affirmative-action employer.

Reference librarians, 2 positions available, one temporary through Aug. 31, 1989. Responsible for general reference utilizing traditional and computerized resources including OPAC, CD-ROMs, and online databases. Additional responsibilities include collection development in subject specialty and bibliographic instruction. Candidate must demonstrate well-developed interpersonal and communication skills and ability to work creatively in a rapidly changing environment. *QUALIFICATIONS:* ALA-accredited MLS for rank of Instructor (starting salary $25,108–$28,059). An additional subject master's degree is required for rank of Assistant Professor (starting salary $27,374–30,325). 2 yrs.' relevant experience in an academic library preferred. **Application deadline: Jan. 3, 1989.** Send letter of application, resume, and names of 3 professional references to: Chief Librarian, **Baruch College, 17 Lexington Ave., Box 317, New York, NY 10010.** AA, EO.

Kent State University Libraries

Kent State University Libraries seek qualified applicants for 2 middle-management positions which offer opportunities for professional challenge and growth. The University Libraries hold membership in the Association of Research Libraries, the Center for Research Libraries, and NEOMARL, a consortium of 10 academic and research libraries in northeastern Ohio. The libraries have fully implemented the NOTIS online system in the main and 5 branch libraries on the Kent campus and have a combined collection of over 1.6 million volumes and over 7,000 active serial subscriptions.

Head, Monographic Acquisitions and Serials

Reports to the assistant director for technical services. Supervises department of 13 FTE staff plus student assistants engaged in the ordering and receipt of serial and monographic materials, serial cataloging, and bindery. *RESPONSIBILITIES INCLUDE* developing departmental goals, policies, and procedures. Monitors expenditures and prepares management reports. Oversees the ongoing implementation of the NOTIS serials and acquisitions subsystems. Serves as a member of the library's interdivisional Serials Committee. Also acts as the technical services division's primary liaison to public services in matters relating to serials and monographic acquisitions. Will play a key role in preparing a serials collection development policy for the University Libraries. *QUALIFICATIONS required:* ALA-accredited MLS. Significant academic or research library experience directly related to acquisitions or serials, including supervisory responsibilities. Ability to meet university requirements for reappointment, tenure, and promotion. *Highly desirable:* Familiarity with online acquisitions or serials control systems, ideally NOTIS. Excellent communication and interpersonal skills.

Head, Reference Department

Search extended. Reports to the associate director for collections and public services. Administers department of 9.5 professionals, one support staff member, and student assistants, which provides reference and instructional services through bibliographic instruction, computerized information service (online database searching and CD-ROM), and in the reference center. *RESPONSIBILITIES INCLUDE:* sustaining, planning, and extending effective and innovative services to the constituents of the University Libraries; the allocation of resources including selection and management of reference collection and other appropriate information sources and products; hiring, training, and evaluation of staff. *QUALIFICATIONS required:* ALA-accredited MLS; significant background and experience in academic or research library reference services, including bibliographic instruction and/or online searching; strong commitment to service; supervisory experience; proven leadership ability; knowledge of computer technology as it applies to library services and operations; effective interpersonal and written communication skills; ability to work effectively with diverse groups and individuals; ongoing record of research, publication, and professional activity; and ability to meet university requirements for reappointment, tenure, and promotion. *Desirable:* 2nd advanced degree.

SALARY AND BENEFITS: Both positions are 12-mo., tenure-track, faculty positions. Minimum salary for each position is $30,000 per year, with initial academic rank and salary commensurate with education and experience. Benefits include 20 days' vacation per year; life, dental, and health insurance or HMO option; support for professional development; and other university benefits. Kent State University is comprised of a residential main campus, located on 1,200 rolling acres in the city of Kent, and 7 regional campuses in northeastern Ohio. Kent, population 30,000, is located within easy access of both rural and large metropolitan areas, approximately 35 miles south of Cleveland and 11 miles east of Akron.

APPLICATION PROCEDURE: **Deadline for applications for both positions is Jan. 31, 1989.** To be considered for either position, please send a letter of application, resume, and the names, addresses, and telephone numbers of 3 references to: **Harry Kamens, Budget & Personnel Officer, Kent State University Libraries, Kent, OH 44242.**

Kent State University is an equal-opportunity, affirmative-action employer.

Reference/public services librarian. Montgomery College, Germantown Campus, is seeking an enthusiastic, innovative reference/public services librarian who is committed to providing professional library assistance to a diverse population of students, faculty, and staff in the community college setting. Position provides reference services and bibliographic instruction, performs online database searching, and participates in collection development. Serves as sole librarian on some evenings and weekends. Position requires MLS from an ALA-accredited library school and relevant professional librarian experience. Familiarity with library automation, microcomputer applications, and online searching systems also desired. Salary range: $27,997–$40,602, with a starting salary falling within the first half of the range. Excellent fringe benefits. **Resumes must be received by 5 pm on Dec. 23.** To apply, send resume, with above position title noted, to: **Montgomery College, Personnel Office, 900 Hungerford Dr., Suite 140, Rockville, MD 20850.** An EO, AA, Title IX employer.

Science reference librarian. The University of Idaho has an opening for science reference librarian, annual salary $20,000 and up, depending on experience. *QUALIFICATIONS:* Assistant Professor rank. Permanent, tenure-track appointment, starting April 1, 1989. MLS, science reference, and computer searching experience required. **Closing date: Dec. 30.** Send vita and names of 3 references to: Ron Force, Associate Dean of Library Services, **University of Idaho Library, Moscow, ID 83843; 208-885-7070.** AA, EOE.

Sciences and technology librarians, 2 positions. Tenure-track, 12-mo., faculty appointments. Responsible for collection development; liaison to faculty and students; database searching; and library instruction in the hard and applied sciences and other

subjects as assigned. Serves at general science reference desk as part of a team of 5 librarians and 2 paraprofessional staff. Reports to head of the sciences and technology department. Requires ALA-accredited MLS degree; knowledge of online searching techniques; demonstrated written, oral, and interpersonal communication skills; commitment to service and academic librarianship, including research. Degree or library experience in a relevant subject field is desirable. Potential for meeting the requirements for promotion in rank and granting of tenure. Salary minimum: $22,500. **Application deadline is Feb. 15, 1989.** Send letter of application, resume, and names, addresses, and telephone numbers of 3 references to: Ruth Ludwig, **Colorado State Univ. Libraries, 106 Morgan Library, Fort Collins, CO 80523.**

Serials cataloging section head, University of California/Santa Barbara. Supervises serials section of cataloging department. Duties include: original cataloging and classification of serials and analytics, revision of contributed cataloging work by library assistants, and resolution of complex bibliographical problems. *REQUIREMENTS:* MLS, at least 2 yrs.' recent professional experience in serials cataloging, experience with AACR1 and AACR2, LC classification and LC subject headings, online cataloging systems, and supervisory experience. Facility with European languages and automated serials cataloging desired. Salary range: $25,380–$44,676 dependent upon experience and qualifications. **Applications must be received by Jan. 27, 1989.** Send letter of application, names of 3 references, and resume to: Margaret Deacon, Associate University Librarian, **UCSB Library, Santa Barbara, CA 93106.** UCSB is an equal-opportunity, affirmative-action employer. Proof of U. S. citizenship or eligibility for U.S. employment required prior to employment.

Head of Media Services

Del Mar College is a 2-year community college located in Corpus Christi, Tex. The campus has 9,000 academic students and a total of 25,000 students each year including those in occupational and continuing education programs. Corpus Christi is located on the Coastal Bend of South Texas and has a population of 250,000.

MINIMUM QUALIFICATIONS: Master's degree in library science or educational media or instructional technology/media. 3 yrs.' experience with 2 yrs.' supervisory experience in academic library. Thorough knowledge of library science, instructional media/technology, and demonstrated management skills.

MINIMUM SALARY: $32,900 annually, plus excellent fringe benefits.

STATUS: 12-mo., tenure-track. ***CLOSING DATE:*** **12:30 pm, Jan. 13, 1989.**

A complete job description and additional information about the college are available from the Office of Human Resources. Submit a letter of interest, names and addresses of 3 references, unofficial transcripts (graduate and undergraduate) from an accredited college(s), and a signed resume *postmarked* by the closing date listed above to: **Office of Human Resources, Del Mar College, Heldenfels Administration Building, 101 Baldwin, Corpus Christi, TX 78404-3897.** Call **512-886-1106** for a Del Mar College application for employment form, which must be completed by all candidates. Proof of work eligibility must be verified for successful candidate(s).

NOTE: The campus closes on Fridays at 12:30 pm and will be closed from 12:30 pm, Dec. 23, 1988, until Jan. 9, 1989.

As an equal-opportunity, affirmative-action employer,
Del Mar College especially welcomes and encourages applications from minority and women candidates.

Slavic/social sciences catalog librarian. The University of Arizona is seeking a librarian to provide original and complex copy cataloging for Slavic-language materials and monographs in the social sciences. The person in this position would serve as a cataloging resource person for library staff in the above languages and subject areas. Librarians at the University of Arizona have academic professional status, are eligible for continuing status, are voting members of the faculty, and may take up to 24 days' professional leave per year. They have 22 days' paid vacation, 12 days' sick leave, and 10 holidays per year. A standard package of fringe benefits is available. Minimum salary is $20,000; higher salary negotiable depending on qualifications and experience. *REQUIREMENTS INCLUDE* a master's degree in library science from an ALA-accredited school; fluency in Russian; minimum of 2 yrs.' cataloging experience; knowledge of AACR2, MARC formats, LCSH, and LC romanization tables; experience with OCLC or other bibliographic utility; and good oral and written communication skills. Candidates with knowledge of other Slavic languages and background in the social sciences will be given preference. **Applications should be received by Jan. 13, 1989.** Send letter of application, resume, and the names of 3 references to: W. David Laird, University Librarian, **POB L, University of Arizona Library, Tucson, AZ 85721.** The University of Arizona is an equal-employment-opportunity employer with an affirmative-action plan. Women and minorities are urged to apply. Noncitizens must include current visa status.

University of Oregon Library

Applications and nominations are invited for the following position:

Assistant Law Librarian for Technical Services

(Search Extended)

RANK: Assistant Professor or higher (renewable, fixed-term appointment).

REPORTS TO: Associate law librarian.

DUTIES AND RESPONSIBILITIES: Oversees development of technical services policies and procedures on bibliographic control, particularly serials control; manages unit workflow; coordinates work of technical services staff; communicates with other library staff concerning the work of the unit. Supervises Law Library implementation and administration of the INNOPAC online public access catalog. Performs original cataloging in a variety of formats; reviews work of copy cataloger; participates in *Oregon Regional Union List of Serials.* Supervises 4 classified support staff and 2 FTE students.

QUALIFICATIONS required: MLS from ALA-accredited library school or equivalent; 2 yrs.' technical services experience, including cataloging experience, preferably in a law or academic library; good oral and written communication skills. *Desired:* Successful supervisory experience.

SALARY: $21,000 minimum for 12-mo. appointment. Fringe benefits include choice of medical plans (Blue Cross–Blue Shield or HMO options), fully paid state or TIAA/CREF retirement plans, 22 vacation days, and low staff tuition rates.

The University of Oregon Library is an ARL library with current holdings of approximately 1.75 million volumes and over 18,000 serials subscriptions. The Law Library, an administrative unit of the university library system, participates in OCLC and has current installations of INNOVACQ acquisitions and serials control systems. In 1989 the Law Library will be installing the INNOPAC online catalog and circulation control system. The Law Library has current holdings of 233,000 volumes and volume equivalent and 3,000 serials. The Law Library serves 450 law students, 43 law faculty, and employs 5 professional and 5 classified full-time staff.

APPLICATION DEADLINE: **To receive full consideration, applications must be received by 5 pm, Dec. 30.**

TO APPLY: Send cover letter, resume, and names and telephone numbers of 4 references to:

Laine Stambaugh
Personnel Librarian
University of Oregon Library
Eugene, OR 97403-1299
503-686-3056

The University of Oregon is an equal-opportunity, affirmative-action institution.
In compliance with the Immigration Reform and Control Act of 1986,
all persons hired after Nov. 6, 1986, will be required
to show proof of their identity and right to work in the United States.

Social science bibliographer/reference librarian (search reopened). *REQUIREMENTS:* MLS (ALA-accredited). Minimum of 2 yrs.' academic library experience in reference service, collection development, and maintenance in the social sciences. *DESIRED QUALIFICATIONS:* Experience with library materials in all formats; advanced degree in a social sciences discipline; and experience in searching online bibliographic databases. *RESPONSIBILITIES:* Development and maintenance of the collection in sociology and anthropology, and audiology and speech sciences. Provides general and specialized reference service. Salary: $22,000 and up, depending upon qualifications. *STATUS AND BENEFITS:* Faculty status and responsibilities. Members of the library faculty must meet Purdue University requirements (excellence in librarianship, research, and publishing and service) for promotion and tenure. Rank commensurate with education and experience. 12-mo. appointment with 22 days' vacation accrual. Flexible benefits programs with open enrollments annually. Group life, medical, and disability insurance programs are in effect as are TIAA/CREF and Social Security coverage. *LIBRARIES:* The Humanities Library is the principal library

POSITIONS OPEN continued on p. 973.

Plan bold new programming with

WAR AND PEACE IN THE NUCLEAR AGE

Put your library at the forefront of debate with tie-ins to a brand-new PBS series, "War and Peace in the Nuclear Age," premiering Monday, January 23 (check local listings).

Thirteen one-hour prime-time programs explore past and current nuclear policies, strategies, and technologies. Episodes include historical film footage and recent interviews with key Soviet, American, European and Asian officials.

The program is also available as a college-level television course. For information on television course licensing, videocassette purchasing or off-air taping, call 1-800-LEARNER.

With funding from The Annenberg/CPB Project, the ALA Public Information Office has produced a library kit of materials and mailed them to 17,500 public, college and school libraries. The kit includes program, promotion and display ideas, poster, clip art and bibliography for both "War and Peace in the Nuclear Age" and the series "Ethics in America" (see following pages). The bibliographies are reproduced on this insert to help you begin planning promotions and displays.

Your state humanities council and local cultural foundations are sources for possible funding for library programs in connection with the series.

For a glimpse of what viewers will see on the program and bibliography, please read on.

Program Synopsis

- **"Dawn"**
  Amid the violence, fear and desperation of World War II, nuclear weapons are created and used for the first time.
- **"The Weapon of Choice"**
  The United States and the Soviet Union, former allies, become adversaries in a "cold war," and nuclear weapons become the weapon of choice for both sides.
- **"A Bigger Bang for the Buck"**
  For the destructive power they deliver, nuclear weapons are cheap and efficient. In the 1950s, the United States begins to rely on nuclear, rather than conventional, weapons for its defense.
- **"Europe Goes Nuclear"**
  France and England rush to acquire their own nuclear weapons, NATO worries about the threat from the East, and Europe becomes the most nuclear-saturated place in the world.
- **"At the Brink"**
  In October 1962, the Soviet Union and the United States are at the brink of nuclear war, the 13 most harrowing days in the Nuclear Age.
- **"The Education of Robert McNamara"**
  In the 1960s, Secretary of Defense McNamara confronts the possibility of nuclear war and changes his views on questions of strategy and survival.
- **"One Step Forward"**
  Soviet and American nuclear forces reach rough parity in the 1970s. Each side, pursuing its own interests, negotiates the first successful arms control agreement, SALT I.
- **"Haves and Have-Nots"**
  A case study of the dynamics of nuclear proliferation: China triggers India and India triggers Pakistan in the competition to have their own nuclear weapons.
- **"Carter's New World"**
  President Carter comes to office determined to reduce nuclear weapons and to improve relations with the Soviet Union. His frustrations are as grand as his intentions.
- **"Zero Hour"**
  President Reagan and Soviet General Secretary Gorbachev sign the INF agreement to eliminate an entire class of nuclear weapons from Europe. No one had expected the European missile crisis to end this way.
- **"Missile Experimental"**
  Does the United States really plan to use nuclear weapons? Or is their only purpose to deter others from using them? These questions fuel debate over the mobile missile known as the MX.
- **"Reagan's Shield"**
  President Reagan introduces the controversial Strategic Defense Initiative, an idea he believes will make nuclear weapons "impotent and obsolete."
- **"Visions of War and Peace"**
  Even in the best international atmosphere, the superpowers face continuing differences about how to reduce the risk of nuclear war. The series' final episode analyzes the continuing themes of the Nuclear Age.

Series Materials

The Nuclear Age Reader. Ed. by Jeffrey Porro with Paul Doty, Carl Kaysen and Jack Ruina. Knopf, 1989 (0-394-38261-7).

War and Peace in the Nuclear Age (trade book). By John Newhouse. Knopf, 1989 (0-394-56217-8).

War and Peace in the Nuclear Age. 13 one-hour videocassettes, $350 on ½" VHS.

"War and Peace in the Nuclear Age" is produced for PBS by WGBH Boston and Central Independent Television, England, in association with NHK, the national network of Japan. The series is closed-captioned by The Caption Center at WGBH for hearing-impaired viewers. Major funding for the series is provided by The Annenberg/CPB Project. Additional funding is provided by the Chubb Group of Insurance Companies, the W. Alton Jones Foundation, the John D. and Catherine T. MacArthur Foundation, the Alfred P. Sloan Foundation, the Andrew W. Mellon Foundation, the Rockefeller Brothers Fund, the George Gund Foundation, the Corporation for Public Broadcasting and public television stations.

The Nuclear Age: A Bibliography

The debate over nuclear weapons has raged continuously since the first bomb—built by J. Robert Oppenheimer and the other scientists of the Manhattan Project—was exploded near Los Alamos more than 40 years ago. The terms of that debate have changed over the years as technology has enabled us to build ever more lethal weapons, and as presidents have come and gone, all with different approaches to the Cold War. One thing, however, has remained constant: we have never reached a consensus, either as a nation or as individuals, on anything resembling a nuclear arms policy. The books appearing on the following bibliography reflect our fundamental uncertainty about how to live with the power to destroy the earth. As the mushroom cloud hung in the air from the first bomb, Oppenheimer, quoting from the *Bhagavad-Gita*, said, "Now I have become death, the destroyer of worlds"; those words have reverberated throughout the nuclear age.

Before the Point of No Return: An Exchange of Views on the Cold War, the Reagan Doctrine, and What Is to Come. Ed. by Leon Wofsy. Monthly Review Press, 1986, $24 (0-85345-714-X).
Scholars, scientists, and journalists subject U.S. policy toward the Soviet Union to intense scrutiny, going behind the nuclear threat to question the attitudes used to justify massive destructive power.

Better a Shield Than a Sword: Perspectives on Defense and Technology. By Edward Teller. Free Press, 1987, $19.95 (0-02-932461-0).
Physicist Edward Teller, who was instrumental in developing the hydrogen bomb, describes his role in the Manhattan Project and offers a thoughtful polemic in defense of the Strategic Defense Initiative.

Blundering Into Disaster: Surviving the First Century of the Nuclear Age. By Robert McNamara. Pantheon, 1986, $13.95 (0-394-55850-2).
The secretary of defense for presidents Kennedy and Johnson surveys the history of nuclear arms strategy and offers his own proposal for defusing the nuclear time bomb.

By the Bomb's Early Light: American Thought and Culture at the Dawn of the Atomic Age. By Paul Boyer. Pantheon, 1985, $22.95 (0-394-52878-6).
An exhaustively researched study of what Americans did, thought, and felt during the first years of the nuclear era.

Calculated Risks: A Century of Arms Control, Why It Has Failed, and How It Can Be Made to Work. By Bruce D. Berkowitz. Simon & Schuster, 1987, $18.95 (0-671-60087-7).
The pace of technological development, which is impossible to control politically, is making it harder than ever to devise effective arms control treaties, according to historian Berkowitz.

Computers in Battle—Will They Work? Ed. by David Bellin and Gary Chapman. HBJ, 1987, $14.95 (0-15-121232-5).
"No, or at least not well enough," say a group of computer professionals who provide an overview of the technological and ethical considerations involved with SDI, artificial intelligence, and robotics.

Danger and Survival: Choices about the Bomb in the First Fifty Years. By McGeorge Bundy. Random House, 1988, $24.95 (0-394-52278-8).
Bundy's magnum opus does for the political history of the bomb what Rhodes' *Making of the Atomic Bomb* (see below) does for its scientific history. An absolutely essential resource on everything from who has the bomb and why to how close we really came to using it during the Cuban Missile Crisis.

Deadly Gambits: The Reagan Administration and the Stalemate in Nuclear Arms Control. By Strobe Talbott. Knopf, 1984, $17.95 (0-394-53637-1).
A stinging critique of the Reagan administration's nuclear arms control policy.

Eisenhower: The President. By Stephen Ambrose. Simon & Schuster, 1984, $29.95 (0-671-49901-7).
In this concluding volume in an acclaimed two-volume biography, Ambrose examines Eisenhower's role in the arms race during the 1950s—a period when a growing economy meant bigger bombs.

The Fate of the Earth. By Jonathan Schell. Knopf, 1982, $13.95 (0-394-53559-0).
Schell offers a frightening examination of the biological, political, social, and moral consequences of nuclear warfare.

In the New World: Growing Up With America, 1960-1984. By Lawrence Wright. Knopf, 1988, $18.95 (0-394-54282-7).
Wright's autobiography is not directly concerned with nuclear issues, but it does suggest what growing up under the shadow of a mushroom cloud has been like for the Baby Boom generation.

Iron Destinies, Lost Opportunities: The Arms Race Between the U.S.A. and the U.S.S.R., 1945-1987. By Charles R. Morris. Harper/Cornelia & Michael Bessie, 1988, $22.95 (0-06-039082-4).
A comprehensive, balanced, and thoroughly readable study of strategic confrontation between the superpowers, from Hiroshima to the ongoing negotiations for missile-limitation treaties.

The Making of the Atomic Bomb. By Richard Rhodes. Simon & Schuster, 1987, $22.95 (0-671-44133-7).
Focusing on the people behind the blackboards and in front of the microscopes, Rhodes tells the story of the atomic bomb more vividly than it has ever been told before—a magnificent tour de force of popular science writing.

Making Weapons, Talking Peace: A Physicist's Odyssey from Hiroshima to Geneva. By Herbert F. York. Basic Books, 1987, $22.95 (0-465-04338-0).
York, a nuclear physicist and leading arms control negotiator, offers an insider's look at the nuclear age—from the Manhattan Project to the conference table at Geneva.

March to Armageddon: The United States and the Nuclear Arms Race, 1939 to the Present. By Ronald E. Powaski. Oxford, 1987, $19.95 (0-19-503878-9).
The political aspects of the nuclear arms race shouldn't be underestimated, according to Powaski, who shows that, throughout the Cold War, U.S. presidents have placed great stock in being the guy with the most bombs.

The Master of the Game: Paul Nitze and the Nuclear Peace. By Strobe Talbott. Knopf, 1988, $19.95 (0-394-56881-8).
Talbott's ongoing investigation of the nuclear arms race focuses here on Paul Nitze, President Reagan's chief arms negotiator and the guiding light behind the administration's SDI program.

Nuclear Fallacy: Dispelling the Myth of Nuclear Strategy. By Morton H. Halperin. Ballinger, 1987, $19.95 (0-88730-114-2).
Nuclear weapons advocate Halperin believes that the U.S. needs sweeping changes in our "nuclear strategy." He outlines those changes in this important contribution to the nuclear-policy debate.

The Shield of Faith: The Hidden Struggle for Strategic Defense. By B. Bruce-Briggs. Simon & Schuster, 1988, $22.95 (0-671-61086-4).
This groundbreaking study of strategic defense examines the chaotic history of our attempts to prevent a nuclear attack—from civil defense in the 1950s to "Star Wars" in the 1980s.

Superweapon: The Making of MX. By John Edwards. Norton, 1982, $16.95 (0-393-01523-8).
Edwards' history of the MX missile explores the controversy that has stalked this would-be superweapon's development.

While Others Build: The Commonsense Approach to the Strategic Defense Initiative. By Angelo Codevilla. Free Press, 1988, $22.50 (0-02-905671-3).
Conservative Codevilla contends that SDI is currently dependent on unproven technology, and that it is diverting resources from the development of defense systems that could be built much more quickly.

White House Years and **Years of Upheaval.** By Henry Kissinger. Little, Brown, 1979, $22.50 (0-316-49661-8); Little, Brown, 1982, $24.95 (0-316-28591-9).
These two volumes of former secretary of state Kissinger's memoirs provide essential source material on the era of detente under President Nixon and the impact of SALT I on the arms race.

The Winning Weapon. By Gregg Herken. Knopf, 1981, $15 (0-394-50394-5).
In the critical years between 1945 and 1949, when only the U.S. possessed the bomb, should we have shared atomic secrets rather than attempting to keep the knowledge to ourselves?

—Bibliography contributed by Bill Ott, editor, Booklist.

Program Synopsis

1. **Do Unto Others** explores the question of how much we owe our community and each other. Do you disclose to a friend his or her spouse's unfaithfulness? Should you report your neighbors' suspected abuse of their child? How do you respond to a loved one who has cheated on a college entrance exam?

2. **To Defend a Killer** takes a close look at the ethical dilemmas that are an integral part of the American criminal justice system. Should lawyers defend people whom they know to be guilty? What do we seek in punishing the guilty—deterrence, rehabilitation, or retribution? And what of people like Bernard Goetz, who mete out their own brand of "justice"?

3. **Public Trust, Private Interests** follows a fictional young man's rise from private citizen to civil servant to public servant as a U.S. senator and asks whether such a man is a servant of the people or of his own conscience. Do we hold our elected officials to too high a moral standard?

4. **Does Doctor Know Best?** presents the difficult dilemma of a young cancer patient who becomes pregnant. Who decides on the course of treatment—physician or patient, oncologist or obstetrician? Who should be saved—mother or child? And in the face of certain, agonizing death, does the patient have the right to commit suicide?

5. **Anatomy of a Corporate Takeover** examines the social repercussions of corporate mergers and takeovers, a growing and—to some—alarming trend. What is the corporation's responsibility to shareholders, employees, directors, and the public? What's fair in the corporate world?

6. **Under Orders, Under Fire (Part I)** investigates military ethics and loyalty—to country, duty, and oneself. To what degree are soldiers obligated to obey their commander's orders on the battlefield? Is it ever right to kill civilians or a deserter? Is war itself moral—or murder?

7. **Under Orders, Under Fire (Part II)** explores the limits of confidentiality in the military. When a soldier confesses an atrocity—such as occurred in the massacre at My Lai—to a chaplain, must he keep the soldier's confidence? When does military justice take precedence?

Ethics in America

offers libraries high-profile opportunities

Involve your community in a lively exploration of contemporary moral dilemmas when a provocative new series entitled "Ethics in America" comes to local PBS stations January 31 (check local listings for exact dates and times.)

Each hour-long program features a panel of nationally recognized experts who are challenged on the spot to grapple with timely ethical issues drawn from journalism, medicine, the military, business, politics and personal life.

The program is also available as a college-level television course. For information on television course licensing, videocassette purchasing or off-air taping, call 1-800-LEARNER.

With funding from The Annenberg/CPB Project, the ALA Public Information Office has produced a library kit of materials and mailed them to 17,500 public, college and school libraries. The kit includes program, promotion and display ideas, poster, clip art and bibliography for both "Ethics in America" and the series "War and Peace in the Nuclear Age" (see preceding pages). The bibliographies are reproduced on this insert to help you begin planning promotions and displays.

Your state humanities council and local cultural foundations are sources for possible funding for library programs in connection with the series.

For a glimpse of what viewers will see on the program and bibliography, please read on.

8. **Truth on Trial** looks at the rationale behind our adversarial system of law. Is it the purpose of a civil trial to uncover the truth? Or is justice—whatever that means—the goal? How far can a lawyer go to serve his or her client? And what role does the public play in civil litigation?

9. **The Human Experiment** spotlights the day-to-day ethical dilemmas facing medical researchers. How much risk should volunteer test subjects be exposed to in the search for a cure to deadly diseases such as AIDS and cancer? And is the search for cures overshadowed by the equally intense search for funding, prizes, and profits?

10. **Politics, Privacy, and the Press** examines the media's role in society and the limits of "the public's right to know." It follows the hypothetical case of a senator who's running for president and raises quetions about journalistic bias and invasion of privacy in the media's coverage of his campaign.

Series Materials

Ethics in America Source Reader. Ed. by Lisa H. Newton. Prentice-Hall, 1988 (0-13290180-3).

Ethics in America Text/Study Guide. By Lisa H. Newton. Prentice-Hall, 1988 (0-13290206-0).

Ethics in America. 10 one-hour videocassettes, $275 on ½" VHS.

"Ethics in America" is produced by Columbia University Seminars on Media and Society and presented by public television stations and WNET/New York. Major funding for the series and television course is provided by The Annenberg/CPB Project. Additional funding comes from EQUICOR—Equitable/HCA Corporation.

Ethics in America: A Bibliography

According to some, ethical principles are inviolate, unaffected by the pendulum swings of social mores. Others would contend that contextual considerations influence questions of ethics as much as they do most other areas of human life. No matter where one stands on this fundamental issue, it is certain that the complexity of the contemporary world has placed an added burden on those who grapple with ethical concerns. Technology, in particular, has opened whole new areas of ethical interpretation. The books listed below explore some of the new ground on which ethical stands are being taken. The conviction with which these authors argue their various points makes clear that as society grows more sophisticated, right and wrong become more elusive.

The Apocalyptics: Cancer and the Big Lie—How Environmental Politics Controls What We Know About Cancer. By Edith Efron. Simon & Schuster, 1984, $19.95 (0-671-41743-6).
Ethical concerns are at the heart of this controversial exposé, in which Efron charges that the cancer-prevention movement—encompassing scientists, government and media—has manipulated the public.

At Risk. By Alice Hoffman. Putnam, 1988, $17.95 (0-399-13367-4).
The highly emotional issue of how society should react to children with AIDS is addressed in this remarkably restrained and gracefully written novel by one of America's important new fiction writers.

The Constitution: That Delicate Balance. By Fred W. Friendly and Martha Elliott. Random House, 1984, $17.95 (0-394-54074-3).
This tie-in book to the PBS series looks at landmark cases that shaped the Constitution.

A Crime of Self-Defense: Bernard Goetz and the Law on Trial. By George P. Fletcher. Free Press, 1988, $19.95 (0-02-910311-8).
Columbia University law professor Fletcher discusses all the moral and legal intricacies of the highly publicized Goetz case, especially the question of what constitutes legitimate self-defense.

Earth and Other Ethics: The Case for Moral Pluralism. By Christopher D. Stone. Harper, 1987, $17.95 (0-06-015731-3).
Stone, who once convinced the Supreme Court that trees should have legal rights, now attempts to show why traditional ethics and jurisprudence must be rethought to permit fuller consideration of "nonpersons"—from whales to unborn humans to rock formations.

Ethics After Babel: The Language of Morals and Their Discontents. By Jeffrey Stout. Beacon, 1988, $27.50 (0-8070-1402-8).
Distinctions between right and wrong can be preserved, Stout argues, if society can protect family life, democratic government, and professional pride.

In Search of Parenthood: Coping With Infertility and High-Tech Conception. By Judith Lasker and Susan Borg. Beacon, 1987, $17.95 (0-8070-2706-5).
This objective look at high-tech baby making examines the medical, emotional, and ethical aspects of such alternatives as artificial insemination, in vitro fertilization, surrogate motherhood, and ovum transfer.

Invisible Frontiers: The Race to Synthesize a Human Gene. By Stephen S. Hall. Atlantic Monthly Press, 1987, $19.95 (0-87113-147-1).
Hall's detailed, behind-the-scenes account of the revolution that DNA research has brought about in biotechnology will interest anyone concerned with the socioethical implications of gene synthesis.

Ethics (and Other Liabilities): Trying to Live Right in an Immoral World. By Harry Stein. St. Martin's, 1982, $10.95 (0-312-26557-3).
In these selections from his *Esquire* column on ethics, Stein ruminates in a light but not entirely unserious manner on such questions of day-to-day morality as "kissing ass" in the office and dealing with infidelity.

Judging Medicine. By George J. Annas. Humana Press, 1988, $24.95 (0-89603-132-2).
This collection of essays on medical ethics addresses such difficult topics as surrogate motherhood, organ transplantation, human experimentation, and the treatment of disabled newborns.

Miller's Court. By Arthur Miller. Houghton, 1982, $12.95 (0-395-31323-6).
Arthur Miller, host of television's "Miller's Court," is concerned with how legal and ethical principles affect everyday life, particularly in terms of such complex issues as privacy, abortion, and cloning.

Mortal Choices: Bioethics in Today's World. By Ruth Macklin. Pantheon, 1987, $18.95 (0-394-55902-9).
The increased use of life-prolonging high-tech equipment and procedures has made medical decision-making an ethical issue. Macklin, an "ethicist" at an urban hospital, describes how she helps doctors make the tough decisions.

The My Lai Massacre and Its Cover-Up: Beyond the Reach of Law? By Joseph Goldstein and others. Free Press, 1976, $10.95 (0-02-912230-9).
This volume brings together volume one of the Peers Commission report on the My Lai massacre. An introductory essay discusses the limits of U.S. law on war crimes.

Radical Citizenship: The New American Activism. By David Bouchier. Schocken, 1987, $19.95 (0-8052-4031-4).
In arguing for the efficacy of small-community action movements designed to clean up a neighborhood or start a food co-op, Bouchier espouses the belief that individuals can cooperate to better their immediate life circumstances.

Takeover: The New Wall Street Warriors: The Men, the Money, the Impact. By Moira Johnston. Arbor House, 1986, $19.95 (0-87795-784-3).
Are takeover superstars like T. Boone Pickens the last of the great American individualists, or do they symbolize the erosion of the very values that made individualism possible? Johnston's profiles may help readers decide.

The Takeover Game. By John Brooks. Dutton/Truman Talley, 1987, $19.95 (0-8050-0457-2).
The rapid growth of mergers and acquisitions is the subject of this study of the takeover phenomenon and how its proliferation undermines public trust and ultimately threatens the economic structure of the country.

To Thine Own Self Be True: The Rebirth of Values in the New Ethical Therapy. By Lewis M. Andrews. Doubleday/Anchor, 1987, $16.95 (0-385-23736-7).
As proof that questions of ethics and values are on the minds of a large segment of the American public, this study proposes that psychotherapy—long considered a "value-free" profession—should adopt the universal ethics of "honesty, tolerance, and self-reliance."

The Victim's Song. By Alice R. Kaminsky. Prometheus, 1985, $19.95 (0-87975-292-0).
Writing out of sorrow for her murdered son and anger at the leniency accorded his killers, Kaminsky attacks our criminal justice system and indicts a society that cares more for criminals than victims.

A View From the Bench. By Joseph Wapner. Simon & Schuster, 1987, $18.95 (0-671-63873-4).
The star of TV's "People's Court" and a former California municipal court judge reflects wisely on the lack of humanity and brotherliness both in American society and in our courtrooms.

Warning: The Media May Be Harmful to Your Health! A Consumer's Guide to News and Advertising. By Ralph C. Heussner and Marla E. Salmon. Andrews and McMeel, 1988, $9.95 (0-8362-2425-6).
In addition to taking a hard look at how the media report on scientific and medical topics, Heussner and Salmon explore the issue of whether the press invades the privacy of "newsworthy individuals."

Why Can't Sharon Kowalski Come Home? By Karen Thompson and Julie Andrzejewski. Spinsters/Aunt Lute, 1988, $20 (0-933216-56-4).
Sharon Kowalski is a Minnesota woman who was permanently disabled in 1983 when struck by a drunk driver. Her parents have gained court injunctions forbidding their daughter's lesbian lover, Karen Thompson, from visiting her; the legal wrangling continues in a case with obvious ethical ramifications.

Wild Justice: The Evolution of Revenge. By Susan Jacoby. Harper, 1983, $17.95 (0-06-091181-6).
The religious, legal, ethical, and societal aspects of revenge as it has been practiced throughout history are examined in this erudite study.

—*Bibliography compiled by Bill Ott, editor,* Booklist.

From
The Annenberg/CPB Collection

POSITIONS OPEN continued from p. 972.

resource for the School of Humanities, Social Science, and Education; and also serves the general university. The library contains about 700,000 volumes, 750,000 microforms, and 7,000 current serial publications. The library has 42 employees including 13 faculty and professional staff members. Purdue University Libraries system, which is made up of the Undergraduate Library and 14 school and departmental libraries, has holdings of over 1.6 million volumes. Staff totals more than 200, including 55 faculty and professionals. Purdue University is located approximately 60 miles northwest of Indianapolis, Ind. The greater Lafayette area of approximately 100,000 provides a diversity of cultural and social activities. **Deadline for applications: Feb. 1, 1989,** or until position is filled. *APPLICATION PROCESS:* Send resume and list of references to: Thomas L. Haworth, Personnel Officer, **Libraries, Stewart Center, Purdue University, West Lafayette, IN 47907.** An EEO, AA employer.

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3 positions available, Ohio State University Libraries. 1) **Conservation specialist.** Directs collection maintenance division responsible for preservation treatment of both circulating and rare library materials and shelf preparation of materials for the general collections. Evaluates materials for treatment; determines and performs treatments; assists department head with staff training, facility and treatment planning, and implementation of complex conservation treatments for fragile and valuable materials. Assists department head and preservation officer with exhibits, environmental studies, and disaster control. Supervises 5 staff and 5.5 FTE student assistants. Reports to head, collection maintenance and bindery preparation; works closely with preservation officer, librarians, and staff, and with other conservation specialists in the university. *REQUIRED:* Bachelor's degree or equivalent education/experience; formal training or at least 2 yrs.' bench experience in conservation, binding, and/or restoration of library materials. Knowledge of conservation principles and techniques as demonstrated by a personal portfolio of slides, samples, or documentation records. Ability to work independently in the evaluation and treatment of library materials. Ability to respond to the diverse preservation needs of a large research library. *HIGHLY DESIRABLE:* Experience supervising staff and operations in a production-oriented environment. Salary: $17,520–$19,800. 2) **Nonbook and special assignments cataloger.** Original cataloging and classification of nonbook materials using AACR2 and LC classification and subject headings. Prepares and tags cataloging data for input to OCLC; verifies and prepares authority records; supervises a graduate student assistant in descriptive cataloging of local theses and dissertations; reviews headings maintenance reports generated by the online catalog and solves headings problems. Reports to head, serial/nonbook/thesis cataloging section. *REQUIRED:* MLS from ALA-accredited program; knowledge of AACR2, LC classification and subject headings, MARC formats, and use of an online cataloging system; reading knowledge of one or more Western European languages; 1–2 yrs.' professional cataloging experience in an academic or research library. *Strongly preferred:* Professional experience cataloging nonbook materials. Salary: $22,080–$27,600. 3) **Serial cataloger.** Original cataloging and classification of serials using AACR2 and LC classification and subject headings. Prepares and tags data for input to OCLC; verifies and prepares authority records; answers questions related to serials cataloging and processing from personnel through the library system; may assist in training serial cataloging personnel. Reports to head, serial/nonbook/thesis cataloging section. *REQUIRED:* MLS from ALA-accredited program; knowledge of AACR2, LC classification and subject headings, MARC formats, and use of an online cataloging system. Reading knowledge of one or more Western European languages, preferably German; at least 1–2 yrs.' professional cataloging experience in an academic or research library. *Strongly preferred:* Professional experience cataloging serials. Salary: $22,080–$27,600. All positions require ability to communicate effectively, orally and in writing, in English. The cataloger positions carry faculty status and responsibilities, including research, publication, and service, for which support is provided. **Positions will remain open until filled; applications received by Jan. 31, 1989, will receive first consideration.** Apply to: Sharon A. Sullivan, Personnel Librarian, **Ohio State University Libraries, 1858 Neil Ave., Columbus, OH 43210.** Include names, addresses, and telephone numbers of 3 references. Qualified women, minorities, and handicapped persons are encouraged to apply.

University Librarian
California State University/Los Angeles

Applications and nominations are invited for the position of university librarian with a starting date of July 1, 1989. The university librarian reports to the provost and vice president for academic affairs. Candidates must have a terminal degree and qualify for tenure in the library. Significant administrative experience, demonstrated scholarly activity, and demonstrated commitment to affirmative action also are required. The salary is negotiable, dependent upon qualifications and experience, with a minimum of $41,592 per year.

CHIEF DUTIES INCLUDE: providing leadership and policy direction for planning, organizing, coordinating, directing, and evaluating all library functions and integrating them with the instructional programs of the university. The university librarian works with faculty in formulating library policy and with the provost, other officers in the university, and the Academic Senate in developing universitywide policy; supervises long-range planning and development, including applications of library technology, library administrative and services organization, and assignment of library personnel; responsible for long-range growth, control, and quality of the book, periodical, and nonprint collections; supervises the recruitment and orientation of professional personnel and approves personnel appointments, promotions, and terminations; administers the budget of the library; extends resources through cooperative programs and consortial arrangements; oversees orientation of faculty to the use of the library and promotes services to users; supervises staff and encourages staff development; and maintains good relations with faculty, students, university, and CSU administrative officers. The university librarian assists in public relations efforts such as speaking engagements and other activities of the university.

The university, one of 19 campuses of California State University, was founded in 1947. Programs are offered in more than 50 academic and professional fields in 4 state-supported quarters per year. The campus is located at the eastern boundary of the City of Los Angeles, with a student body of approximately 20,000 full- and part-time students reflecting the ethnic diversity of the area. The university has collective bargaining contracts with the faculty, including librarians and 8 other employee units.

The Search Committee will begin the initial screening of applications approximately Jan. 9, 1989, but applications/nominations will be considered until the position is filled. Applicants should include a current resume and the names, addresses, and telephone numbers of at least 3 professional references. Applications, nominations, and inquiries should be addressed to: **Chair, Search Committee, c/o Dee Flanagan, Human Resource Management, California State University/Los Angeles, 5151 State University Dr., Los Angeles, CA 90032.**

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4 positions. The Texas Tech University Libraries seek applications from creative, dynamic, and flexible individuals for the following 4 positions. 1) **Coordinator, documents reference.** *RESPONSIBILITIES:* Administers the reference activities of the documents department. Coordinates staffing of the reference desk, develops and implements training programs in documents reference service for professionals, support staff, and student assistants. Assists in departmental policy formulation. Participates in collection development and assessment, liaison, and user instruction programs. *MINIMUM QUALIFICATIONS:* ALA-accredited MLS. 1–2 yrs.' experience in a United States government depository library and coursework in documents. Academic library experience and 2nd master's degree preferred. Good oral and written communication skills. Salary: $20,000–$25,000. 2) **Information access librarian for maps and documents.** *RESPONSIBILITIES:* Provides reference service in maps/reserve and documents. Service level in documents reflects regional depository status. Map collection includes all depository as well as purchased maps in a rapidly growing collection. Participates in collection development and liaison activities in selected subject areas with emphasis on land use, geology, geography, earth sciences, and/or agriculture. *QUALIFICATIONS:* ALA-accredited MLS. 2–5 yrs.' experience required for nonentry level. Knowledge of documents, as demonstrated by coursework or experience. 2nd master's degree or background in geography, geology, earth science, or agriculture preferred. Salary: $18,300–$25,000 depending on experience. 3) **Information access librarian for documents and bibliographic control.** *RESPONSIBILITIES:* Provides access to documents and other collections through the processing of federal documents and some (25% of time) cataloging of general library materials. Serves at the documents and the general reference desks. Participates in collection development and liaison activities in selected subject areas. *QUALIFICATIONS:* ALA-accredited MLS. 2nd master's degree preferred. Experience with OCLC or other major bibliographic utility desirable. Knowledge of cataloging and classification codes, rules, and standards; knowledge of documents as demonstrated by coursework or experience. Starting salary: $18,300. 4) **Acquisitions/cataloging librarian for the Southwest Collection.** *RESPONSIBILITIES:* Acquires and catalogs print materials. Assists in establishing policies and programs within a projected automation program of the Southwest Collection, an extensive research library of Western Americana. Provides reference service, prepares bibliographies, and participates in public outreach programs. Trains and supervises student assistants and clerical staff. *QUALIFICATIONS:* ALA-accredited MLS. 2nd master's or training in history, humanities, or related social sciences preferred. 2 yrs.' experience in cataloging, preferably in an academic or research setting, preferred. Experience with OCLC or other bibliographic utility desirable. Salary: $19,200–$21,000 depending on experience. *ABOUT TEXAS TECH UNIVERSITY:* TTU, one of 5 comprehensive state universities in Texas,

University of Scranton
Director of the Library

The University of Scranton—a comprehensive, coeducational university in the Jesuit tradition, with a strong commitment to the liberal arts and sciences—is seeking a director of the library. The university's 5,000 students are served by 4 undergraduate colleges and a graduate school. Scranton, located in the Pocono Mountains of northeastern Pennsylvania approximately 120 miles from New York and Philadelphia, is a community of 80,000 within a metropolitan area rated as one of the most desirable places to live in America, according to *Money* and the *American Economic Review.*

RESPONSIBILITIES: The director reports to the assistant provost and, with the support of 3 assistant directors and a staff of 30, administers the library, media resources center, and university archives. The combined budget of all units approaches $1.5 million. The library uses a Geac computing system and will be connected to a campus network in the near future. The new director will also have the opportunity of leading the library during the construction of a new facility consistent with ACRL guidelines, with groundbreaking anticipated in 1990.

QUALIFICATIONS: The successful candidate will have an ALA-accredited MLS (earned doctorate preferred). Prior administrative experience is expected, preferably in an automated and mediated library.

SALARY: Low to mid-$40s; negotiable, based on qualifications and experience.

DEADLINE: **Dec. 31.** *APPLICATION:* Interested candidates should submit a letter of application, list of 3 references for contact, and current vita to: **Lee Williames, Assistant Provost, University of Scranton, Scranton, PA 18510-2192.**

The University of Scranton is an AA, EEO employer/educator.

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has an enrollment of 24,000. It is located in Lubbock, a commercial and cultural center for the area with a metropolitan population of 225,000. The library has 1.1 million volumes and a materials budget of $1.7 million. Planning for an online catalog is underway. The university offers an excellent benefits package: 88% of employee portion of Social Security paid for first $16,500 of salary; choice of retirement programs including TIAA/CREF; 13 state holidays; no state or local income tax. **Applications received by Feb. 1, 1989, will be assured consideration.** Positions are available immediately. Send letter of application, resume, and names of 3 references to: E. Dale Cluff, Director of Libraries, **Texas Tech University, Lubbock, TX 79409.** Direct inquiries about ALA Midwinter conference interviews to: Gisela Webb, Assistant Director of Libraries for Administrative Services, at **806-742-2258.** Texas Tech is an affirmative-action, equal-opportunity employer.

ASSOCIATION

Executive director. The American Society for Information Science (ASIS) invites applications for the position of executive director. The American Society for Information Science is a professional association whose 4,000 members work in corporate, government, academic, and small business environments. The headquarters are located in Washington, D.C.; ASIS has a staff of 8 and a budget of $800,000. The successful candidate must have proven leadership and management ability, integrity, and excellent human relations skills, judgment, and communication skills. Familiarity with nonprofit organizations and information science and strong entrepreneurial skills are desirable. Salary commensurate with ability, $50,000 minimum. **Send letter of application, resume, salary requirements, and names, addresses, and telephone numbers (both work and home) of 3 references by Dec. 20** to: **G. Daniel Robbins, ASIS Search Committee, POB 2009, Oak Ridge, TN 37831-8005.**

LIBRARY EDUCATION

Assistant or Associate Professor. Primary teaching and research competency in information science/information technology with emphasis on library-related computer systems. New PhD program in library/information science expected in 1990. *QUALIFICATIONS INCLUDE:* MLS or equivalent; doctorate in library/information science or in related area. Demonstrated capability to attract external funding and a high level of scholarly achievement at Associate Professor level. Salary negotiable within $28,000–$45,000 range (depending on rank) for academic year. This tenure-track position available in the fall of 1989 depending on budget approval. **Closing date for applications is Jan. 30, 1989.** Send resume with names and addresses of 4 references to: George S. Bobinski, Dean, **School of Information and Library Studies, State University of New York at Buffalo, Buffalo, NY 14260.** An affirmative-action, equal-opportunity employer.

Assistant Professor. The UCLA Graduate School of Library and Information Science is seeking to make a full-time appointment in the area of management at the Assistant Professor level. Interest in public librarianship or services to special populations is desirable. The successful candidate will also have the opportunity to teach in other areas. Applications are desired from persons with a doctorate, or from persons about to receive one, with demonstrated experience or strong potential in teaching, with interest and competence in theoretical and empirical research, and with the knowledge of professional practice. Salary will depend upon record of experience and competence within the following established range: Assistant Professor $32,400–$34,900 on a 9-mo., academic-year basis. The date of appointment will be arranged between the candidate and the GSLIS. **Priority consideration will be given applications received before Jan. 15, 1989.** Inquire and send resume with a list of 3 references to: Robert M. Hayes, Dean, **Graduate School of Library and Information Science, University of California, Los Angeles, CA 90024.** The University of California is an equal-opportunity, affirmative-action employer.

Full-time, 2-semester, temporary position. The Library Science Department of Kutztown University is currently accepting applications for a full-time, 2-semester, temporary position beginning in September 1989. Doctoral degree preferred. MLS required (preferably from an NCATE and/or ALA-accredited institution). Candidate should have teaching and/or library experience. Experience in higher education desirable. *RESPONSIBILITIES INCLUDE* teaching undergraduate and/or graduate library science courses in resources for children, folk literature and storytelling, introductory information services, and various other areas of library/information science. Rank commensurate with qualifications and experience. Salary range: $21,000–$41,000. **Applications and all supporting materials must be received by Jan. 15, 1989.** Applicants should send letter of application, resume, official undergraduate/graduate transcripts, and at least 3 letters of reference to: Carol Ann Gearhart, Professor and Chair, Search Committee, **Department of Library Science, College of Education, Kutztown University, Kutztown, PA 19530.** Kutztown University is a state university in the Pennsylvania State System of Higher Education and has an enrollment of approximately 7,000 students. It is an affirmative-action, equal-opportunity employer and actively solicits applications from qualified women and minority candidates.

Library and information studies: 2 tenure-track positions: Associate and Assistant Professor, University of North Carolina at Greensboro, beginning Aug. 1, 1989. Teaching competencies: academic and public library administration, reference, subject bibliography, computer applications services to children and adults, children's resources. *QUALIFICATIONS:* PhD; professional experience in library and information services; strong record of research and publication. Salary: $28,000–$33,000 (Assistant), $34,000–$40,000 (Associate). 9-mo. appointment. **Review of applications will begin Jan. 16, 1989,** and continue until the positions are filled. Submit vita, and names, addresses, and telephone numbers of 3 references to: Sangster Parrott, Chair, Search Committee, **Department of Library and Information Studies, School of Education, University of North Carolina at Greensboro, Greensboro, NC 27412.** Affirmative-action, equal-opportunity employer.

Library/information science education, Graduate School of Library and Information Science, University of Tennessee, Knoxville. Assistant Professor, tenure-track position beginning Aug. 1, 1989. MSLS program. Teaching responsibilities in 2 or more of the following: Foundations of information science, information system analysis, automation, computer-based information technologies, research methods, special and/or public libraries and information centers. *RESPONSIBILITIES INCLUDE:* Research, public service, student advisement, faculty committee activity, and periodic extension program teaching. The school, with a strategic commitment to information science, maintains $1 million+ in GSLIS-based contracts with Martin Marietta Energy Systems/Oak Ridge National Laboratory. The area offers opportunities for jointly sponsored research projects and consulting. The East Tennessee Chapter of ASIS is the largest in the Southeast. Start-up funding for equipment for new faculty normally available. *QUALIFICATIONS INCLUDE:* Earned doctorate or near dissertation completion in library/information science or cognate area. Evidence of potential for research and publication required. Teaching experience preferred. Minimum salary $23,000. **Review of applications begins Jan. 9, 1989,** and continues until the position is filled. Send letter of application, curriculum vitae, and names of 3 references to: Glenn E. Estes, Professor, **Graduate School of Library and Information Science, University of Tennessee, 804 Volunteer Blvd., Knoxville, TN 37996-4330.** UTK is an EEO, AA, Title IX, Section 504 employer.

MEDICAL LIBRARY

Reference librarian. The New York Academy of Medicine Library seeks a reference librarian to perform a wide variety of information services to a diverse clientele. *DUTIES INCLUDE:* performing general and specialized services using manual and online sources, including the databases of the major online vendors, OCLC, and the library's online catalog. Assist in coordinating user services and developing promotional materials. Requires working one Saturday per month. *QUALIFICATIONS:* MLS from an ALA-accredited institution. Knowledge of online searching and some experience with micro-based information systems. Ability in developing proficiencies in new technologies. Reading ability in at least one modern European language desirable. Related work experience in a health-related library desirable. Salary: $23,000+. Send resume and letter of application with names of 3 references to: Anne M. Pascarelli, Associate Librarian, **The New York Academy of Medicine, 2 E. 103rd St., New York, NY 10029.** EEO, AA.

Executive Director
OHIONET

The OHIONET Board of Trustees invites applications and nominations for the position of executive director.

OHIONET is a nonprofit, multitype network, currently serving 230 libraries in Ohio, which facilitates the availability and sharing of bibliographic and other library information and resources to and among its members and the citizens of Ohio; encourages and facilitates the institution of cost-effective operational practices and procedures by its members by means of statewide library cooperation; and strives for and participates in the development of a national library network for the same ends. OHIONET has a staff of 16 and an annual budget of $950,000.

The executive director serves as chief administrative officer of OHIONET. This officer provides leadership in the development and delivery of OHIONET's programs and services, primarily among which is OCLC. The executive director assesses member needs, recommends new programs to the board, and implements approved programs. The executive director acts as the board's representative to the OHIONET staff, to the membership, and to other professional and business organizations.

QUALIFICATIONS: ALA-MLS; MBA desirable. 10 yrs.' successful library-related experience including at least 5 yrs.' increasing administrative responsibility; demonstrated management and leadership skills; in-depth knowledge of membership organizations, library cooperatives, and bibliographic utilities; and demonstrated understanding of technologies and their applications to libraries.

The salary range for this position is $44,326–$65,000. Salary is commensurate with experience.

OHIONET offers a generous benefits package that includes TIAA/CREF and medical/dental/vision insurance.

The position of executive director reports to a 9-member Board of Trustees.

Letter of application, resume, and 3 letters of recommendation or nominations should be sent by Jan. 20, 1989, to:

Susan Payton
Administrative Assistant
OHIONET
1500 W. Lane Ave.
Columbus, OH 43221-3975

Interviewing at ALA Midwinter

Assistant executive director. SELCO (Southeastern Libraries Cooperating), the regional public library agency for southeastern Minnesota, is seeking applicants for an assistant administrator. The applicants should have experience in most or all of the following areas: budgeting, continuing education, personnel, library administration, library automation, and/or program evaluation. SELCO requires a master's degree in library science from an American Library Association–accredited school, with at least 3 yrs.' experience, some of which must be in a public library. Liberal fringe benefits. The starting salary range is $31,000–$36,000. Interviews will be conducted at ALA Midwinter in Washington, D.C. **Jan. 15, 1989, will be the closing date for applications.** The target employment date is March 1989. Send application and resume to: Raymond P. Ogden, Executive Director, **SELCO, 334 16th St. S.E., Rochester, MN 55904.**

Cooperative program coordinator. The Northwest Regional Library Cooperative, a multitype network serving over 300 academic, institutional, public, school, and special library members in northwestern New Jersey, is seeking an energetic and motivated individual to serve as cooperative program coordinator. *PRIMARY RESPONSIBILITIES INCLUDE:* operation of the Northwest Union Catalog and Interlibrary Loan System, a rapidly growing CD-ROM and microcomputer-based automated system serving 42 libraries, and coordination of a regional coordinated collection development project. Additional responsibilities include continuing education, preparation of promotional materials, and other special projects. *MINIMUM QUALIFICATIONS INCLUDE* MLS, 3–5 yrs.' relevant experience, excellent verbal and written communication skills, and a demonstrated ability to work well with people and groups. *Desirable qualifications include* library automation or collection development experience and experience in 2 or more types of libraries or with cooperative programs. Starting salary $28,000–$32,000. **Closing date for applications Jan. 15, 1989.** For job announcement or further information, contact: Keith Michael Fiels, Executive Director, **Northwest Regional Library Cooperative, POB 486, 31 Fairmount Ave., Chester, NJ 07930; 201-879-2442.** Will interview at ALA Midwinter.

Database manager for Libraries of Middlesex-Automation Consortium (LMX-AC), a multitype library system in central New Jersey. Responsible for all facets of database management including acquisition of MARC records, resolution of problems, establishment of authorities, and ensurance of database quality. Reports to consortium director. *QUALIFICATIONS:* MLS plus 2 yrs.' experience in technical services, including work with a bibliographic utility and/or turnkey library automation system; knowledge of AACR2, LC subject headings, Dewey and LC classifications, and MARC formats. Minimum salary $25,000 plus benefits. Position available immediately. Send application and letter to: LMX-AC Personnel Committee, **Metuchen Public Library, 480 Middlesex Ave., Metuchen, NJ 08840.**

PUBLIC LIBRARY

Adult independent learning coordinator. The Cumberland County Public Library & Information Center is looking for an enthusiastic **entry-level** librarian to help staff the general information desk at our headquarters library. Will also be responsible for work with adult independent learners. Experience is not required. Salary: $20,831. MLS from an ALA-accredited library school; eligible for N.C. Public Librarian Certification. Please send resume and 3 references to: Pat Jones, **Cumberland County Personnel Office, PO Drawer 1829, Fayetteville, NC 28302** (specify position #1234) with copies to: Bob DeVito, Head of Information Services, **CCPL&IC, 300 Maiden Lane, Fayetteville, NC 28301.** CCPL&IC is an equal-opportunity employer.

Adult services librarian. Great opportunity to establish services in interim library opening April 1, 1989. Local citizen donating model library (completion 2 yrs.). Strengths in reference, readers' advisory, and adult community interaction desired. MLS. Salary commensurate with experience (min. $22,500). **Send resume by Dec. 15** to: Irene Cackowski, **Monroe Township Library, Municipal Building, Perrineville Rd., Jamesburg, NJ 08831.**

All-purpose librarian. Assistant needed to help run one of the most progressive and innovative public libraries in the South. Lots of challenges plus being able to try new and fresh ideas. Duties will include reference work, some cataloging, PR, programming, and helping with our annual symposium. We have lots of ideas and we want that special person to help us. We have to have a 40-hour+ person. The benefits are great and there is possibility of advancement. Must have a master's from an ALA-accredited library school. Salary begins at $24,500 with no experience and climbs based on years as a professional librarian. Send resume to: Director, **Fitzgerald-Ben Hill County Library, Fitzgerald, GA 31750.**

Assistant director. ALA-MLS, 5 yrs.' experience including supervisory experience. New position offers unique opportunity for professional growth in library serving a university-enhanced community of 80,000. Responsibilities include: Personnel and staff development, public relations, adult and young adult program coordination, and assistance with other administrative matters. Beginning salary range $23,244–$26,940. Send resume and 3 references to: Patricia Schaefer, Director, **Muncie Public Library, 301 E. Jackson St., Muncie, IN 47305.**

Assistant director. South Bend Public Library seeks energetic, public-service-oriented assistant director with ALA-MLS and 5 yrs.' professional experience at administrative/managerial level in public libraries. Fully automated (CLSI) main library (to be renovated and expanded in 1989–90) and 6 branches, $4 million budget, 2 million circulation, 168,000 population, 90 miles east of Chicago. Beginning salary $33,000–$37,000 depending on qualifications (current range to $40,000). Excellent benefits. **Deadline: Jan. 15, 1989,** or until filled. Send letter of application, resume, and names and telephone numbers of 3 references to: Personnel Services Administrator, **South Bend Public Library, 122 W. Wayne St., South Bend, IN 46601.** EEO employer.

Assistant reference librarian. Pottsville Free Public Library seeks enthusiastic librarian responsible for providing reference/information services to residents of the City of Pottsville (population 19,000) and Pottsville Library District (population 203,000, serving 16 public libraries). Duties include general reference service, interlibrary reference service, online database searching, and related reference assignments. Requires an ALA-accredited MLS or Pa. public library certification. Starting salary $15,225. 24 vacation days, good fringe benefits. Send application, credentials, and supporting documents to: Nancy J. Smink, Director, **Pottsville Free Public Library, Third and West Market Sts., Pottsville, PA 17901.**

Audiovisual librarian. ALA-MLS, AV experience required, knowledge of music desirable. Supervises staff of 2 full-time, 5 part-time employees; helps to develop audiovisual policies and procedures; selects AV materials; provides AV reference assistance; prepares monthly and annual reports; revises and updates printed lists and catalogs. Generous AV budget allows ample collection growth and diversification. Beginning salary: $19,647. Send resume and references to: Patricia Schaefer, Director, **Muncie Public Library, 301 E. Jackson St., Muncie, IN 47305.**

Baxter County librarian. Deadline extended. Administers county library under policy direction of the county library board. Supervises 5 FTEs plus PTEs. Plans and organizes all library activities and operations; works with North Arkansas Regional Library; represents library to Friends, community, and at official meetings; prepares budget draft for board approval and administers funds; selects materials and maintains an ongoing evaluation of patron needs; attends conferences and training sessions. *REQUIRES* ALA-accredited MLS with 2 yrs.' professional experience (preferably some administrative and supervisory in public libraries). Familiarity with budgeting, programs for the public, and microcomputers are desirable assets. Starting salary up to $17,500 depending on experience, with county benefits. Baxter County Library is located in Mountain Home, Ark., in the Ozark Mountains. The area is primarily rural and a popular retirement and vacation region. Extended library services, training, federal grants, and bookmobile are provided through membership in the North Arkansas Regional Library. **Deadline now Jan. 31, 1989.** Send resume and 3 references to: **Richard Burnett, POB 301, Mountain Home, AR 72653.** No phone calls accepted at this time. EEO.

Branch librarian. ALA-MLS required. Public library experience and knowledge of microcomputers preferred. *DUTIES INCLUDE:* Supervising 2.5 FTE, programming, publicity, and collection maintenance. Current salary range: $17,000–$23,000 (increase expected in January 1989). Position open until filled. Contact: Cathy Salyers, **Rensselaer Public Library, 301 N. Van Rensselaer, Rensselaer, IN 47978.**

Branch librarian. Johnson County Library in Shawnee Mission, Kans., has an opening for a branch librarian. This position supervises one of 9 branches that comprise the library system serving a population of 300,000. *RESPONSIBILITIES WILL INCLUDE:* provision of reference services, patron education/instruction; selection, maintenance, and merchandising of materials collection; and supervising the general operation of the branch. *QUALIFICATIONS:* MLS and prior public library experience preferred. Salary: $18,928–$22,256 depending upon qualifications and experience plus benefits. **Submit resume and names of 3 references by Dec. 30** to: **Johnson County Personnel, 100 E. Santa Fe, Suite 206, Olathe, KS 66061.** EOE.

Branch managers. Jefferson County Public Library is seeking replacements for 2 managers who have been promoted. Jefferson County Public Library is an expanding, highly automated system of 9 branches in 780 square miles between Denver and the mountains. Managers hire, evaluate, and supervise staff of 18–22 people; develop collections; and participate in planning for the entire library system. *QUALIFICATIONS:* MLS with 5 yrs.' related professional library experience. Starting salary: $28,212 with excellent fringe benefits. **Application deadline: Jan. 16, 1989.** County application form and a list of references must accompany resume. Apply to: Maryanne Brush, Assistant to the Director, **Jefferson County Public Library, 10200 W. 20th Ave., Lakewood, CO 80215; 303-232-7114.**

Librarian I/II (Reference)

Librarian I—$1,528–$1,863 monthly; Librarian II—$1,773–$2,162 monthly. Tulare County is seeking a reference librarian for the Visalia branch of the Tulare County Public Library. Requires knowledge of reference work and advisory service, library materials available for adults and children, and general library cataloging rules and procedures; and skills to observe community interests and library needs, collect and analyze information, and the ability to communicate effectively with a variety of people. Qualifications would normally be obtained by a degree in library science. Applicants applying for the Librarian II level should have one yr.'s experience as a librarian at a level equivalent to a Librarian I. **Apply by Jan. 3, 1989.** Obtain an application from:

Tulare County Personnel
2900 W. Burrel
Visalia, CA 93291
209-733-6266

Equal-opportunity employer

Branch positions (2) for a new full-service branch library serving an expanding rural community of approximately 15,000 on Kent Island, Md. 1) **Branch librarian.** Requires a service-oriented person with supervisory and communication skills who is able to work well with both public and staff. Responsible for the daily operation of the library, including the supervision of 8 full- and part-time staff, reference and readers' advisory, implementing library system policies, planning programs, community relations, and general library duties. ALA-MLS preferred with 3 yrs.' professional public library experience and a minimum of one yr.'s supervisory experience. Background and interest in automation helpful but not required. Salary range $23,782–$34,285. Starting salary to $27,283. Includes usual fringe benefits. 2) **Children's/public service librarian.** Primarily responsible for children's and young adult services with other general public service duties, including reference and readers' advisory. ALA-MLS preferred. Will accept BS in library science with appropriate library experience. Background and interest in automation helpful but not required. MLS salary range $22,650–$32,650. MLS starting salary to $25,983. Includes regular fringe benefits. Branch to open in late spring. Positions available mid-April. **Applications accepted to Feb. 1, 1989.** Submit letter of application, resume, transcripts, and names, telephone numbers, and permission to contact 3 references to: Charles V. Powers, Jr., Administrator, **Queen Anne's County Free Library, 121 S. Commerce St., Centreville, MD 21617.** Will interview at ALA Midwinter.

Business and government resource specialist. The Cumberland County Public Library & Information Center is looking for an enthusiastic **entry-level** librarian to help staff the general information desk at our headquarters library. Will also be responsible for reference collection development in the areas of business and government resources and for liaison work with businesses and local government officials. Experience is not required. Salary: $20,831. MLS from an ALA-accredited library school; eligible for N.C. Public Librarian Certification. Please send resume and 3 references to: Pat Jones, **Cumberland County Personnel Office, PO Drawer 1829, Fayetteville, NC 28302** (specify position #1463) with copies to: Bob DeVito, Head of Information Services, **CCPL&IC, 300 Maiden Lane, Fayetteville, NC 28301.** CCPL&IC is an equal-opportunity employer.

Children's librarian. Because our very capable children's librarian is leaving to prepare for the birth of her first baby, we are looking for another active and energetic person to work with all patrons, particularly children, of this very large branch. Develop, plan, and actively carry out a program of activities and information for children, including storytelling, craft sessions, and other events. Use finger plays, puppetry, flannel boards, and a variety of other methods in presenting children's programming. Lead other branch staff working with children to provide a warm, proactive program and services for children and their caregivers. Work cooperatively with surrounding schools and community groups. In general, work with all branch staff to give patrons friendly, courteous, and effective service. Because the Georgetown Branch Library is large and very active, with a circulation of 500,000 annually, this position offers an ideal opportunity to work as both a generalist in all phases of library work and as a specialist in children's efforts. ALA-accredited MLS degree and one yr.'s library experience. Strong interpersonal communication skills for working with both children and adults. Keen ability to listen actively to patrons and interpret their questions in such a way that they receive what they need. Genuine liking for and understanding of children. Friendliness, enthusiasm, energy, initiative, resourcefulness, tact, good judgment, and a sense of humor. Salary $22,000 for 1989. Excellent benefits. Send letter of qualifications, resume, and the names of 3 work references to: Charlene P. Holly, Personnel Manager, **Allen County Public Library, 900 Webster, POB 2270, Fort Wayne, IN 46801.** We will interview candidates for this position as applications are received. Beginning date negotiable. An equal-opportunity employer.

Children's librarian. Excellent opportunity for energetic person to establish services in new library. Strength in school cooperation desirable. Local citizen donates model library—services to start in interim facility April 1, 1989. Salary commensurate with experience, $22,500 min. MLS. **Send resume by Dec. 15** to: Irene Cackowski, **Monroe Township Library, Municipal Building, Perrineville Rd., Jamesburg, NJ 08831.**

Children's librarian. Public library in west central Illinois community serving 20,000 is seeking an energetic, resourceful person to upgrade and expand children's services. *RESPONSIBILITIES INCLUDE:* Materials selection, collection development, programming, reference, and public relations. ALA-accredited MLS with experience preferred. Salary range: $19,000–$26,648 plus benefits. Send letter of application, resume, and references to: Frances L. Woodrum, Head Librarian, **Jacksonville Public Library, 201 W. College, Jacksonville, IL 62650.**

Children's services supervisor, Librarian II. Responsible for the administration of all aspects of active children's department including selection of materials, planning of program, and supervision of 3 employees. ALA-accredited MLS and 3 yrs.' increasingly responsible supervisory experience required. PERS, 22 vacation days, paid medical, life. Minimum $21,858 dep. upon qual. **Send letter of appl., resume, and 3 ref. letters by Dec. 31** to: Luren Dickinson, Director, **Findlay-Hancock County Public Library, 206 Broadway, Findlay, OH 45840.** EOE.

Director. Jackson County Library System, located in Jackson, Minn., a progressive rural community in s.w. Minn. Well-established, progressive library system; 30,000+ volumes, 3 libraries serving a total population of 13,900; budget of $150,000+. Position includes weekly travel to 2 branches in county. Minimum requirements: master's degree in library science preferred, w/exp. in computers; 3–5 yrs. including progressively responsible

supervisory exp., planning, and budget development. Must be community-service-oriented. Minimum salary $17,098 + benefits, included in county salary schedule. **Send resume and any additional pertinent information and 3 professional references by Dec. 20** to: Duane L. Olson, Chair, **c/o Jackson County Library, 311 3rd St., Jackson, MN 56143.**

Head of public services. Lima Public Library, located between Toledo and Dayton, Ohio, seeks a dynamic and enthusiastic librarian to manage the daily operations of its public service departments and directly oversee the extension department. *RESPONSIBILITIES INCLUDE:* Collection development within the system, library services and programs, and library administration. Building renovation underway, automation of circulation procedures to follow. Requires MLS and demonstrated supervisory ability. Salary range: $26,000–$31,000 with liberal benefits. Position open until suitable candidate found. Contact: James F. Bouchard, Director, **Lima Public Library, 650 W. Market St., Lima, OH 45801.**

Librarian, children's services, City of Eustis, Fla. This is professional public library work involving the planning and implementation of children's programming, materials selection, and reference. Starting salary $20,294; excellent benefits. Master's degree in library science and 1–2 yrs.' professional public library experience required. Graduation from ALA-accredited school preferred. Send resume to: **City of Eustis Personnel Office, P.O. Drawer 68, Eustis, FL 32726.** Equal-opportunity employer.

Librarian II, branch services. $26,686–$37,918. Phoenix Public Library is seeking self-motivated, enthusiastic, service-oriented individuals to join a dynamic library staff in one of the most rapidly growing areas of the beautiful Southwest. *RESPONSIBILITIES INCLUDE* collection development, providing reference and readers' advisory service, planning and presenting group service programs, and promoting the use of library resources through appropriate community contacts and special programs. Vacancies exist in adult services. MLS and 2 yrs.' professional experience required. Comprehensive employee benefits. To request application, contact: **City of Phoenix Personnel Department, 135 N. 2nd Ave., Phoenix, AZ 85003; 602-262-6277.** AA, EEO, H employer.

Librarian II, history and travel department, Main Library. Performs advanced reference work; selects materials for the general collection and identifies materials which should be obtained for the local history collection; produces bibliographies; provides assistance and expertise for projects of entire department while having primary responsibility for some activities; develops and implements department's computerized services; directs work of others; prepares book reviews; performs other duties as assigned. *QUALIFICATIONS:* Master's degree in library science from an ALA-accredited library school with concentration in reference and collection management with at least 2 yrs.' appropriate work experience; 2nd master's in one of the department's subject areas preferred; experience in designing and selecting computerized databases for use in the department; experience with Dialog; strong oral and written communication skills; ability to work well with the public and other staff. Salary: $1,625/monthly. Resume and letter of application should be forwarded to the attention of: O. C. Scott, **Personnel Office, Memphis Shelby County Public Library & Information Center, 1850 Peabody Ave., Memphis, TN 38104.** An equal-opportunity employer.

Librarian V (outreach services coordinator), Broward County Library. $33,626–$45,395 per year. This position will direct the Broward County Library's nationally known literacy program, a part of which is its innovative "Library-in-Action" operation. "Library-in-Action" provides special library services and programs in Broward County's most economically disadvantaged neighborhoods for a culturally diverse clientele. *REQUIRES* master's degree in library science from a college or university accredited by the American Library Association and 6 yrs.' experience in a supervisory capacity in a medium to large library system which must have included 3 yrs.' experience in the provision of outreach services to targeted clientele including multi-ethnic groups and the economically disadvantaged and 2 yrs.' experience in the administrative aspects of the work; or any equivalent combination of training and experience. **Official application must be received by the Broward County Personnel Division by 5 pm, Feb. 17, 1989.** Official applications and additional information may be obtained from the: **Broward County Personnel Division, 115 S. Andrews Ave., Ft. Lauderdale, FL 33301; 305-357-6444.** Equal-employment-opportunity, M/F/H.

The New York Public Library

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WHERE YOUR FUTURE IS AN OPEN BOOK

Library director. City of Laredo, Tex., is recruiting a library director. ALA-accredited master's degree in library science and 2 yrs.' library experience or equivalent combination of experience and education. Laredo is a bilingual, bicultural community of 120,000. Starting salary $29,100 per annum with substantial fringe benefits. Send resume to: **City of Laredo Personnel Department, POB 579, Laredo, TX 78042-0579.** Equal-opportunity employer.

Library director for 2-main and 4-branch system serving 90,000 population in 2-county area of north central W. Va. Main library housed in modern building designed by Marcel Breuer. MLS from ALA-accredited school, minimum 3 yrs.' library administration and automation system knowledge. Responsibility for all administrative and operational components including budgeting. 16 FTE. Salary $25,000–$30,000. **Send 3 professional references with resume by Jan. 31, 1989,** for spring 1989 employment to: Louis Spatafore, Board Chair, **Clarksburg-Harrison Public Library, 404 W. Pike St., Clarksburg, WV 26301.** EOE.

Library director, Marshall Public Library. Small, historic community in lower Michigan seeks a people-oriented administrator for a library serving Marshall and 6 surrounding townships. Area population of 18,000 is served by 39,000 volumes, and extensive audio and video materials. Annual budget: $175,000. Staff consists of 2 FT and 3 PT. *REQUIREMENTS:* ALA-accredited MLS and 5 yrs.' experience. Excellent communication skills, strong financial skills, and public service orientation are desired. Must work effectively with city officials, library board, community groups, and employees. Salary range: $28,000–$32,000. Send resume and letter of application, with 3 references, to: **Marshall Public Library, Board of Trustees, 111 E. Mansion St., Marshall, MI 49068.**

People-oriented reference librarian for dynamic public library in beautiful mountain lakes community. Salary $21,000–$23,000. ALA-accredited MLS. Send letter of application and resume to: Elaine Landau, Director, **Sparta Public Library, 22 Woodport Rd., Sparta, NJ 07871; 201-729-3101.**

Reference librarian. Grosse Pointe Public Library, a school district library located in a suburban community of 58,000 in s.e. Michigan, seeks a knowledgeable and well-trained reference librarian to provide information services to patrons. The library is automated

KIDS ARE IMPORTANT TO US....

and so are the professionals who work with them. At the Memphis/Shelby County Public Library & Information Center, children's librarians work with a Youth Services coordinator who provides system-wide organization and support. The library director is a former children's librarian committed to innovative children's services. You'll find room for growth and advancement without leaving children's work, an excellent benefits package, and low cost of living. Salary Range: $18,200-21,350.

Send resume and letter of application to: Personnel Department, Memphis/Shelby County Public Library & Information Center, Main Library, 1850 Peabody Ave., Memphis TN 38104

Memphis Shelby County Public Library & Information Center

QUEENS BOROUGH PUBLIC LIBRARY

WILL BE INTERVIEWING CANDIDATES FOR LIBRARIAN & CHILDREN'S LIBRARIAN POSITIONS AT THE PLACEMENT CENTER DURING THE AMERICAN LIBRARY ASSOCIATION MID-WINTER CONFERENCE IN WASHINGTON, D.C. JANUARY 7-10

Salary range: $23,943-$29,466. If you are interested in setting-up an appointment for an interview at the Conference, call us in advance at **(718) 990-0816** or come see us at the Placement Center.

Equal Opportunity/Affirmative Action Employer

with CLSI and provides database services, including CD-ROM technology, to its patrons. Applicants must have an MLS from an ALA-accredited library school. Knowledge of CLSI automation, as well as other computer technology and an innovative approach to reference services, is important. Salary range is $29,000–$37,500, depending upon experience and qualifications; excellent fringe benefits. **Send letter of application and resume by Dec. 29** to: Director of Personnel, **Grosse Pointe Public School System, 389 St. Clair Ave., Grosse Pointe, MI 48230.** Additional information may be requested from the director of libraries at **313-343-2090.**

Reference librarian, Mount Prospect Public Library. This person is directly responsible to the head of adult services for the provision of reference and readers' advisory service in a busy public library. Participates in collection development, bibliographic instruction, and special projects. Position requires some evening and weekend hours. This position requires an MLS degree with at least 2 yrs.' professional library experience, and experience in business reference and Dialog searching. Minimum salary $22,335. Resumes accepted until position is filled. Send resume to: Marilyn Genther, Deputy Director, **Mount Prospect Public Library, 10 S. Emerson, Mount Prospect, IL 60056.**

Reference librarian. Reports to the head of reference with responsibilities including collection development, reference services, database searching, and initiating and supervising adult programming. *QUALIFICATIONS:* ALA-accredited MLS, experience with database searching, good oral and written communication skills, previous reference experience desirable. The library serves the 9th-largest population area in Indiana with a budget of $1.7 million, an annual circulation of 500,000, a staff size of 45 FTE, and 140,000 volume collection. The library has a Geac circulation system and several compact disc databases. The library is located in a university community, one hr. from Indianapolis and 2 hrs. from Chicago. A new 48,000-sq.-ft. library will be completed in summer 1989. Beginning salary range: $17,742–$19,240 per annum plus fringe benefits. 40 hrs. per wk., including evenings and weekends. Position available Jan. 1, 1989. Applications will be considered until the position is filled. Send letter of application, resume, and 3 professional references to: Daniel Armstrong, Director, **Tippecanoe County Public Library, 638 North St., Lafayette, IN 47901.**

Reference supervisor, City of Sunnyvale, Calif. (population: 117,000; located 40 miles south of San Francisco). *DUTIES:* Supervises, trains, and evaluates reference services staff (currently 5 full-time and approximately 8 part-time librarians). Assists the administrative librarian for adult services and the library director in the selection of staff. Responsible for all aspects of administering a reference services budget of $1,041,523 (FY 1989). Maintains staff scheduling for reference services 7 days and 74 hours a week. Interprets and implements library goals and policy to staff and general public. Prepares reports, studies, and correspondence as directed. May be assigned to represent the library at professional meetings and conferences. May be assigned short-term responsibility for the operation of the entire library. Salary range: $33,306–$40,568 (plus 7% city-paid retirement, annual bonus program, and excellent management benefits). *REQUIREMENTS:* Any combo of education and experience equivalent to MLS from an accredited library school and 3 yrs.' professional library experience where supervisory skills have been demonstrated. **Apply by Dec. 28** to: **Human Resources Department, City of Sunnyvale, 456 W. Olive Ave., Sunnyvale, CA 94086; 408-730-7490.** M/F/H, AA, EOE.

System coordinator of 7 branches and bookmobile. MLS required, experience preferred. Immediate opening. Salary minimum $17,500. Send letter of application, salary requirements to: Joel Robinson, **Chickasaw Library System, 601 Railway Express, Ardmore, OK 73401; 405-223-3164.**

Technical services librarian, Moscow-Latah County Public Library System. New position. Idaho public library system seeks MLS or equivalent to direct technical services department and to assist in providing certain adult services. City-county system serves university community and 5 small branches. Position responsible for cataloging, supervision of processing and mending, maintenance of system catalogs, retrospective conversion, and microfiche catalog production (.75 FTE). Also responsible to assist with reference, collection development, and adult programming (.25 FTE). *QUALIFICATIONS:* MLS or equivalent (3–5 yrs.' technical services experience) with recent cataloging experience involving a bibliographic utility; experience with retrospective conversion preferred; and knowledge of acquisitions procedures preferred. Salary: $17,500–$20,000; good benefits. Position: Open until suitable applicant found. Contact: **Zoe Cooley, POB 416, Troy, ID 83871.** EEO, AA employer.

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2 positions. The St. Louis Public Library is ready for energetic and flexible people that want to be an integral part of the resurgence of a venerable institution. 1) **Head, cataloging.** Challenges include upgrading the bibliographic database, designing and implementing an authority controls system, and managing the cataloging and processing functions. Must have relevant experience (MARC formats/OCLC, AACR2, DDC, and LCSH) plus a master's in library science. 2) **Head, acquisitions/serials.** Challenges include designing and implementing a serials control system, upgrading acquisition systems, and managing the acquisitions and serials functions. Must have relevant experience including master's in library science, MARC/serial knowledge, and effective communication skills. Candidates should share our commitment to service to the community and to building an exemplary technical services department. Leadership and project management skills are essential. Salary is negotiable for both positions, depending on the candidates' credentials and experience, with minimum starting salary of $26,172.64. Selected applicants must establish St. Louis City residency within 90 days of appointment. We offer a competitive salary and benefits package. Please send your

resume with salary history to: Paul Jinks, Director of Human Resources, **St. Louis Pub. Lib., 1301 Olive St., St. Louis, MO 63103.** Equal-opportunity employer, M/F/H/V.

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3 positions open. Librarian II, 2 positions. The City of Wichita Falls, Tex., is seeking qualified applicants for 1) **Information services.** Ability to establish a strong reference collection that reinforces a commitment to quality public service. Establishes procedures for reference and informational services. Plans, develops, manages, and evaluates the services, facilities, and resources of the reference department. 2) **Collection services.** Ability to carry out effective development of the library's collection in support of the mission statement of the public library; manages materials budget. Develops policies relating to the scope, use, and management of the collection. Salary: $20,983 annually (both positions). *REQUIRES* an ALA-accredited master's of library science and 2 yrs.' relevant experience. 3) **Librarian I, adult services.** Ability to establish an active series of educational, cultural, and/or entertaining programs for adult programs that supplement the print and nonprint collection. *REQUIRES* an ALA-accredited master's degree in library science. Salary $18,093 annually. **Applications for all positions close Dec. 30.** Send resume to: **City of Wichita Falls, POB 1431, Wichita Falls, TX 76307; Attn.: Personnel.**

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5 Librarian I positions at Palm Beach County Public Library System: **3 reference librarian positions.** Work at branch libraries to provide general reference, readers' advisory services, collection development, and some supervisory responsibilities. **Entry-level children's librarian position** at a rural branch with active juvenile services. *RESPONSIBILITIES INCLUDE:* Children's programming, YA programming, readers' advisory, reference, collection development, and some supervisory duties. **Outreach librarian.** Directs staff of 4, plus volunteers, in delivering outreach services to senior citizens and the homebound. Responsible for books-by-mail, deposit collections, and nursing home services. Experience in working with senior citizens and in public speaking is desirable. *QUALIFICATIONS FOR ALL POSITIONS:* ALA-accredited MLS, demonstrated interest in public library work. Minimum salary: $21,139 plus excellent fringe benefits. Palm Beach County Public Library System serves a growing population of over 450,000 in flourishing southeast Florida. We are 260 service-minded employees at a central library, 10 branches, and outreach services. We have an annual circulation of over 3 million and a fully automated circulation system. **Deadline for application: Jan. 6, 1989.** All applications must include Social Security number. To apply, send resume and a copy of MLS transcript to: **Palm Beach County Employee Relations and Personnel Department, POB 1989, West Palm Beach, FL 33402.** An EO, AA employer, M/F/H/V/VP.

SPECIAL LIBRARY

Conservation center supervisor. Missouri Botanical Garden has a Jan. 15, 1989, opening for a conservation center supervisor responsible for daily operation in a 110,000-volume botanical research library. Assists librarian in setting goals of conservation center; maintains and improves collection's value; practices sound conservation procedures. Ideal candidates possess BA degree with experience in conservation/preservation. Equivalent experience will be considered. MBG offers a competitive wage/benefit package including TIAA/CREF plan and high-quality work environment. Recruiting range is $18,472–$20,782, commensurate with experience. Send resume to: Director of Personnel Services, **Missouri Botanical Garden, POB 299, St. Louis, MO 63166.** Equal-opportunity employer.

RESEARCH LIBRARY

Information Services Supervisor

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Continuing education coordinator. Has primary responsibility for implementation & evaluation of new statewide CE plan for all types of libraries. Works with other development division staff, advisory group, & CE providers to accomplish goals of the plan. Also participates in development of other statewide plans & programs of the division. May assume some consulting responsibilities. *REQUIRES* proven skill in development & delivery of CE, communications, human relations, & project management; & knowledge of adult education techniques & library operations. Initiative, inspiration, good sense of humor, & ability to work independently & as part of a team required. MLS & 3 yrs.' relevant experience preferred. Beginning salary range: $24,460–$26,980. Annual & sick leave, health insurance, state retirement plan. **Application deadline: Jan. 20, 1989.** For more information &/or application form, contact: Ann Joslin, **Idaho State Library, 325 W. State St., Boise, ID 83702; 208-334-2153.**

VENDOR/UTILITY

CJK user services specialist. OCLC (Online Computer Library Center, Inc.) of Dublin, Ohio, is seeking qualified applicants for a CJK user services specialist, Asian Pacific services. The CJK user services specialist provides the following support services to users of OCLC's CJK350 system: operational and technical support, instructional program and material development, training, and language support for Asian Pacific services. The incumbent will also participate in the development and enhancement of the CJK350 system. This position requires excellent working knowledge of the Chinese language; an MLS degree from an accredited library school; 3 yrs.' library experience including OCLC cataloging and cataloging of Chinese materials; familiarity with the MARC formats; practical and theoretical knowledge of cataloging principles including experience with AACR2 and LC cataloging practice; ability to create instructional programs and materials; and ability to conduct training programs and to make presentations/demonstrations. In addition, demonstrated verbal and written communication skills in the English language and good interpersonal skills are essential. Previous experience with the OCLC CJK350 system is ideal. OCLC offers an excellent benefit package including paid medical/dental and life insurances as well as tuition reimbursement. Salary range: $24,000–$33,000, negotiated on the basis of experience and qualifications. Qualified candidates must be U.S. citizens or hold U.S. permanent visa. For consideration, please submit your confidential resume with salary requirements to: **Department of Human Resources, OCLC, 6565 Frantz Rd., Dublin, OH 43017-0702.** Refer to position #35-019-88. An equal-opportunity employer.

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CONSUMER CLASSIES cont. on next page.

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DATEBOOK: events & educational opportunities

New listings. Other upcoming events appear in recent Datebook columns. *Beverly Goldberg, ed.*

December

27-30: Amer. Historical Assn. annual mtg., Cincinnati, Ohio. Info.: AHA, 400 A St. S.E., Washington, DC 20003 (202-544-2422).

27-30: Modern Lang. Assn. annual conv., New Orleans, La. Info.: MLA, 110 Astor Pl., New York, NY 10003 (212-475-9500).

January

3-6: Assn. for Lib. & Info. Sci. Ed. conf., Omni Shoreham Hotel, Washington, D.C. Theme, "Research for Competitive Advantage." Info.: I. Moon, Exec. Secy., ALISE, 5623 Palm Aire Dr., Sarasota, FL 34243-3702 (813-355-1795).

3-6: *Communication & Info. Sciences: An Emerging (Inter)Discipline?* conf., Kailua-Kona, Hawaii. Spons., U. of Hawaii at Manoa. In conj. w/Hawaii Int'l. Conf. on Systems Sciences-22. Info.: M. Jackson, Chair, Interdisciplinary Doctoral Progam in Communication & Info. Sciences, U. of Hawaii, 2550 The Mall, Room 23, Honolulu 96822 (808-948-7321).

4-5: *Executive Policy Issues Related to Info. Technology* seminar, Washington, D.C. Spons., CAUSE. Info.: N. Davis, CAUSE, 737 29th St., Boulder, CO 80303 (303-449-4430).

7-13: *Leadership for a New Century: A Prof. Development Opportunity for Women in Acad., Student, & Fiscal Higher Ed. Admin.* inst., Phoenix, Ariz. Spons., Ariz. State U.; Nat'l. Inst. for Leadership Development. Info.: C. Desjardins, NILD, 640 N. First Ave., 85003 (602-223-4292).

8-10: *Women in Higher Ed.* annual int'l. conf., Bahia Resort Hotel, San Diego, Calif. Spons., U. Tex./El Paso. Fee, $185. *Adv. regis. req'd.* Info.: L. Welch, Col. of Nursing & Allied Health, U. of Tex., El Paso 79968 (915-747-5880).

9-12: Amer. Assn. of Law Libs. midwinter inst., Infomart, Dallas, Tex. Theme, "Info. Technology: New Roles for Law Lns. in the 1990s." Info.: M. Brown, AALL, 53 W. Jackson Blvd., Suite 940, Chicago, IL 60604 (312-939-4764; Fax: 312-431-1097).

10-11: *Writing Your Fundraising Plan* wkshp., Tampa, Fla. Spons., Council for Advancement & Support of Ed. (CASE). Info.: CASE, Suite 400, 11 Dupont Circle, Washington, DC 20036 (202-328-5900).

11: *Making the Most of Volunteers* wkshp., San Diego, Calif. Spons., Council for Advancement & Support of Ed. (CASE). Info.: see Jan. 10–11.

11-13: *Introduction to Planned Giving* wkshp., Tampa, Fla. Spons., Council for Advancement & Support of Ed. (CASE). Info.: see Jan. 10–11.

12-13: *Optical Disks vs. Micrographics: A Comparative Analysis of Their Records Management Applications* prog., Washington,

DATEBOOK continued on next page.

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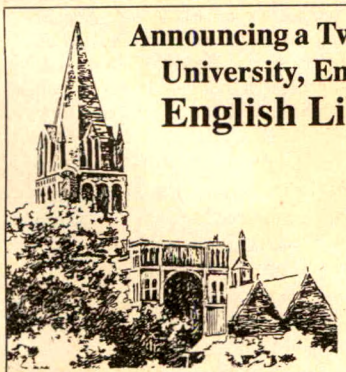
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Phoenix, AZ April 1–4, 1992

National Lib. Week April 9–15, 1989

Executive Board April 26–27, 1989

ALA Annual Conference
Dallas, TX June 24–29, 1989
Chicago, IL June 23–28, 1990

AASL National Conference
Salt Lake City, UT Oct. 19–22, 1989

PLA National Conference
San Diego, CA March 20–23, 1991

D.C. Spons., George Washington U./Cont'g. Engineering Ed. Program. Fee, $725. Info.: D. Aldridge, GWU, 20052 (202-994-6106 or 800-424-9773; Fax: 202-872-0645).

15-18: Pacific Telecom. Council annual conf., Sheraton-Waikiki Hotel, Honolulu, Hawaii. Theme, "Pacific Telecom. Connectivity: Users, Networks, & Info. Services." Info.: R. J. Barber, PTC, Suite 308, 1110 University Ave., Honolulu 96826 (808-941-3789 or 949-5752).

18: *A Study of the Overlap between Northern-oriented & Subject-oriented Databases* prog., Room 3-01, Rutherford South, U. Alberta, Edmonton. Spons., U. Alberta/FLIS. Info.: J. Nicholls, 3-20 Rutherford South, U. of Alberta, Edmonton, Alta. T6G 2J4, Canada (403-432-4719).

26-29: *Computers & Reading/Learning Difficulties* nat'l. conf., Hilton Square, San Francisco, Calif. Spons., Ed'l. Computer Confs. Info.: D. Frost or G. Block, Coordinators, Ed'l. Computer Confs., 1070 Crows Nest Way, Richmond 94803 (415-222-1249).

27: *Project Management: Concepts & Applications* prog., FLIS, U. Toronto, Ont. Spons., U. Toronto/CE/FLIS. Info.: M. Chen, Secy., Office of CE, FLIS, U. Toronto, 140 Saint George St., Toronto, Ont. M5S 1A1, Canada (416-978-7111).

February

2-3: *Space Planning for Libs.* prog., U. Wis./Madison. Spons., UW/SLIS. Info.: J. Pearlmutter, Prog. Coord., SLIS CE Services, UW/Madison, 600 N. Park St., 53706 (608-262-6398).

2-4: *Annual Children's Literature* conf., Hyatt Regency, Columbus, Ohio. Spons., Ohio State U./Col. of Ed./Dept. of Ed'l. Theory & Practice. Fee, $65. Info.: J. Hickman, 202 Arps Hall, OSU, 1945 N. High St., 43210 (614-292-1257).

2-4: *INFOCOMM* int'l. conf. & expo., Dallas, Tex. Cospons., Int'l. Communications Industries Assn.; Assn. for Ed'l. Communications & Technology. Info.: K. Hynson, AECT, 3150 Spring St., Fairfax, VA 22031 (703-273-7200).

3: *Matching Gift Forum,* Tampa, Fla. Spons., Council for Advancement & Support of Ed. (CASE). Info.: see Jan. 10–11.

3-4: *Employment Law: The Law from 9–5* annual inst., San Diego, Calif. Spons., Southern Calif. Assn. of Law Libs. Info.: L. Williams, Law Lib. of U. Calif., University Park, MC-0072, Los Angeles 90089-0072 (213-743-7448).

10: *More Skills in Online Searching: Using Micros for Accessing Online Files, Downloading, & Editing Search Results* prog., FLIS, U. Toronto, Ont. Spons., U. Toronto/CE/FLIS. Fee, $130. Info.: see Jan. 27.

12: *Managing Better to Advance Your Career* wkshp., Nashville, Tenn. Spons., Council for Advancement & Support of Ed. (CASE). Info.: CASE, Suite 400, 11 Dupont Circle, Washington, DC 20036 (202-328-5900).

13-14: *Plng. & Marketing Info. Services* prog., UW/Madison. Details: see Feb. 2–3.

13-17: *Video Expo* mtg., San Francisco (Calif.) Civic Auditorium. Spons., Knowledge Industry Publications, Inc. Info.: E. Greenfield, Knowledge Industry Publications, Inc., 701 Westchester Ave., White Plains, NY 10604 (914-328-9157; outside N.Y. 800-248-KIPI).

14-16: New Zealand LA conf., Christchurch, New Zealand. Theme, "Making Contact." Info.: Conf. '89 Committee, c/o Canterbury Pub. Lib., POB 1466, Christchurch, N.Z.

15: *Annual Congress for Lns.*, St. John's U., Jamaica, N.Y. Spons., SJU/DLIS. Theme, "Toward the 21st Century: Creating Coop. Lib. Services for the Aging." Info.: M. Kaye, Congress Coord. or E. Corry, Dir., DLIS, SJU, 11439 (718-990-6200).

15-17: *Acad. Chairpersons: Evaluating Faculty, Students, & Programs* conf., Orlando, Fla. Spons., Kans. State U. Info.: Ctr. for Faculty Evaluation & Development, KSU, 1623 Anderson Ave., Manhattan, KS 66502-4098 (800-255-2757 or 913-532-5970).

15-17: *Solving Management Information Systems (MIS) Design Problems Using Systems Analysis Techniques* prog., Washington, D.C. Spons., George Washington U./Continuing Engineering Ed. Prog. Fee, $840. Info.: C. Blouin, GWU, 20052 (202-994-6106 or 800-424-9773; in Canada 800-535-4567; Fax: 202-872-0645).

16: *Timely Topics for Small Pub. Libs.* teleconf., at various sites throughout Wisconsin. Spons.: U. Wis.–Madison/SLIS. Fee, $55. Info.: see Feb. 2–3.

16-18: Colorado Ed'l. Media Assn. annual conf., Colorado Springs. Theme, "Info. Power." Info.: R. Disario, 400 W. Alabama, Fountain 80817 (719-382-5653).

16-18: Northwest Council for Computer Ed. annual conf., Sea-Tac Red Lion, Seattle, Wash. Theme, "Images of Technology: Portraits Hung in Endless Ways." Info.: L. Burtness, Ed'l. Technology Center, 205 Stewart Rd., Mount Vernon 98273.

21-23: Med. LA/Southern California & Arizona Chapter/Northern California & Nevada Chapter joint mtg., La Jolla, Calif. Info.: C. Chapman, UC/San Diego Medical Center Lib., 225 Dickinson St., San Diego 92103 (619-543-6520).

22-24: *Records Management* prog., Washington, D.C. Spons., George Washington U./Continuing Engineering Ed. Prog. Fee, $840. Info.: D. Aldridge, Continuing Engineering Ed. Prog., GWU, 20052 (202-994-6106 or 800-424-9773; in Canada only 800-535-4567; Fax: 202-872-0645).

26–Mar. 1: Nat'l. Federation of Abstracting & Info. Services annual conf., Washington, D.C. Theme, "The Impact of Media Diversification on Database Publishing: Production, Marketing, & Legal Issues." Info.: NFAIS, 1429 Walnut St., Philadelphia, PA 19102 (215-563-2406).

March

6-7: BRS Info. Technologies Users annual mtg., Sheraton Harbor East, San Diego, Calif. Theme: "It's All Happening in San Diego." Fee, $165. Info.: D. McDermott, BRS Info. Technologies, 1200 Rte. 7, Latham, NY 12110 (800-345-4277; Fax: 518-783-1160).

8-10: *Human Resources* middle management inst., Washington, D.C. Spons., Special LA. Fee, $400. Info.: K. Warye, Director, Prof. Development, SLA, 1700 18th St. N.W., (202-234-4700).

10-11: *Symposium on Recruiting, Educating, & Training Catalog Lns.: Solving the Problems,* Boston, Mass. Spons., Simmons Col./GSLIS. *Enrollment limited.* Info.: S. Intner, GSLIS, Simmons Col., 300 The Fenway, 02115 (617-738-2223 or 413-528-2698; ALANET Mailbox # ALA1371).

14-16: *Small Computers in Libs.* conf., Oakland, Calif. Spons., Meckler Corp. Info.: SCIL '89, Meckler Corp., 11 Ferry Lane W., Westport, CT 06880 (203-226-6967).

16: *Health Science Online Users* prog., at various sites throughout Wisconsin. Spons., U. Wis.–Madison/SLIS/CE Services. .6 CEUs available. Fee, $40 Wis. Health Sciences LA mem.; $53 nonmem. Info.: see Feb. 2–3.

16-17: Annual Spring Media Conf., Drumlins Country Club, 800 Nottingham Rd., Syracuse, N.Y. Spons., Syracuse U./SIS. Theme, "Getting the Message Out: Effective Programming, Presentation, & Delivery." Fee, $65. Info.: Conf. Coordinator, SIS, Syracuse U., 200 Huntington Hall, 13244 (315-443-2911).

Organizing a study tour for 1989? Tell *AL*

AL welcomes study tour sponsors to join its March 1989 roundup of summer and fall trips.

Please include specifics about: tour sponsor(s); departure and return dates; itinerary; cost of package per person (an approximate figure will do); registration and enrollment limits, if any; and the name, address, and phone number of someone readers can contact to reserve space or request more information.

Photos of tour sites or promotional art are welcome (though not required) and will be returned.

To guarantee inclusion, your information must be received at *AL* by Feb. 6. Forward details to: Beverly Goldberg, *American Libraries,* 50 E. Huron St., Chicago, IL 60611; 312-944-6780 x326.

1989 Mi winter Meetin Exhibitors Locator

Booth assignments (as of mid-November) in the Sheraton Washington Hotel, Exhibit Halls A, B, and C

January 7-10, 1989
Exhibit Halls A, B, and C
Sheraton Washington Hotel
Washington, D.C.

Exhibit Hours
Saturday, Sunday & Monday:
11:00a.m.-5:00p.m.
Tuesday, 10:00a.m.-2:00p.m.

Only one booth number is listed for each exhibitor. If the exhibitor has a number of booths, the lowest number is listed, unless the exhibitor has booths in two separate locations.

Booths 104 thru 1016 are in Hall A
Booths 2001 thru 2928 are in Hall B
Booths 3001 thru 3522 are in Hall C

Exhibitor	Booth Number
A	
ABC-CLIO	2823
Academic Book Center	2903
Academic Press, Inc.	2202
Accents Publications Service, Inc.	221
Advanced Binding Methods, Inc.	601
Aetnastak/Montel, Inc.	3111
AIMS International Books	612
Aladdin Books	3401
Alfred Jaeger, Inc.	3506
ALPS, Inc.	709
Ambassador Book Service, Inc.	3421
American Bindery—East	319
American Library Association	3101
American Psychiatric Press, Inc.	719
AMIGOS Bibliographic Council, Inc.	2808
Annenberg/CPB—Intellimation	2821
Association of American University Presses, Inc.	302
Atheneum Books for Children	3401
Auto-Graphics, Inc.	2504
Aux Amateurs DeLivres	713
AWA Computers	1013
B	
Baker & Taylor	3016
Ballen Booksellers Intl., Inc.	2817
Bancroft-Sage Publishing	910
Bantam Doubleday Dell Publishing Group, Inc.	3010
Bantam Books	3010
Barnes & Noble Bookstore, Inc.	405
Belser Inc.	521
James Bennett Library Services	2604
Bernan Associates	2611
Black Issues In Higher Education	421
B. H. Blackwell Ltd.	3001
Blackwell North America, Inc.	3001
Boley Subscription Agency	3001
Bookazine Co., Inc.	1005
BookBrain—The Oryx Press	705
Book House, Inc.	2512
Book Services Intl.	2401
R. R. Bowker	3310
Bowker Electronic Publishing	3310
Bradbury Press	3401
Brodart Company	3116
BRS Information Technologies	2510
Buckstaff Company	1007
Bureau of the Census	106
C	
Cambridge Scientific Abstracts	2014
Cambridge University Press	3322
Campus Copies Corp.	2917
CARL Systems, Inc.	1016
Carlyle Systems, Inc.	507
Casalini Libri	606
Chadwyck-Healey, Inc.	2212
Checkpoint Systems, Inc.	318
Childrens Press	309
CLASS	2707
CLSI, Inc.	2304
Comex Systems, Inc.	505
Computer Company	2312
Conference Book Service	2615
Congressional Information Service, Inc.	2303
Congressional Quarterly, Inc.	2503
Coronet/MTI Film & Video	2712
Coutts Library Services, Inc.	2604
Creative Education, Inc.	2911
Crestwood House	2818
Cricket, the Magazine for Children	313
Crown Publishers, Inc.	519
Cuadra Associates, Inc.	2916
D	
Data Recall, Inc.	220
Data Research Associates, Inc.	416
Data Trek, Inc.	605
Davis & Henderson Ltd.	2005
Dawson France SA	2001
Dell Publishing	3010
Demco, Inc.	3402
Dial Books for Young Readers	3209
Disclosure Inc.	415
Disney Educational Productions and Learning Corp.	2712
Donning Co./Publishers	716
Doubleday	3010
Dove/William Morrow Books-on-Tape	310
Dow Jones-Irwin	906
Dun's Marketing Services	2316
Dutton Children's Books	3209
DYNAcoach	322
Dynix, Inc.	708
E	
EBSCO Subscription Services	2203
E.B.S. Inc. Book Service	501
Ellison Letter Machine	414
Encyclopaedia Britannica Educational Corp.	3004
Encyclopaedia Britannica USA	3008
"ERIC—The Oryx Press"	704
Estey/Division of Tennsco Corp.	2910
W. H. Everett & Son Ltd.	717
F	
Facts On File, Inc.	402
Family Express Video	816
Farrar, Straus & Giroux	316
Faxon Company	3501
Filmoux (USA), Inc.	422
Four Winds Press	3401
Franklin Book Co., Inc.	317
Franklin Watts	305
Frederick Warne	3209
Friends of Libraries for Deaf Action	619
Fulcrum, Inc.	423
G	
Gale Research, Inc.	3306
Gallaudet University Press	907
Garland Publishing	2803
Gaylord Bros.	3201
Geac Computers, Alii	902
General Research Corp.	803
G. K. Hall & Co.	204
Gossage Regan Associates, Inc.	905
Governing Magazine	911
Gower Publishing Co.	320
Graphic Technology, Inc.	419
Greenwood Press/Praeger Publishers	108
Gressco Ltd.	1006
Grey Castle Press	324
Griffin Technology, Inc.	2913
Groves Dictionaries of Music	2913
H	
Gérard Hamon, Inc.	616
Harcourt Brace Jovanovich	2102
Harper Junior Books Group	3409
Harper & Row, Publishers	3407
Otto Harrassowitz	602
Highsmith Co., Inc.	2008
Henry Holt & Co.	3102
Houghton Mifflin Co.	3208
Hunter Publishing, Inc.	222
I	
IBM Corporation	2902
Information Access Co.	2807
Information Store, Inc.	912
Ingram Library Services, Inc.	2502
Inlex, Inc.	216
Innovative Interfaces, Inc.	2609
Interdok Corp.	908
Internal Revenue Service	211

Exhibitor	Booth Number

J

JA Micropublishing, Inc.	2311
Jean TOUZOT Libraire-Editeur	610
Jerry Alper, Inc.	2311
Joy Street Books	3106

K

KAPCO	307
Kennys Bookshops	913
Kidstamps	814
Knogo Corporation	2801
Kraus International Publications	2611
Kraus Reprint and Periodicals	2408

L

Libraries Unlimited	401
Library Bureau, Inc.	3302
Library of Congress	3510
Library Corporation	2412
Library Systems & Services, Inc.	1010
Library Technologies, Inc.	915
Little, Brown & Company	3106
Lodestar Books	3209

M

Macmillan Children's Books	3401
Marcive, Inc.	2612
Margaret K. McElderry Books	3401
McFarland & Co., Inc. Publishers	2901
McGraw-Hill Publishing Co.	3502
McGregor Subscription Service	2001
Meckler Corporation	2314
Media Flex, Inc.	2509
Mekatronics, Inc./ Bendror Intl. Ltd.	601
John Menzies Library Services	2604
Julian Messner	2709
William B. Meyer, Inc.	2918
Midwest Library Service	2704
Minolta Corporation Document Imaging Systems Div.	2211
MJ Industries, Inc.	323
MODULEX, Inc., Library Signage	207
Mohawk Midland Manufacturing	2515
William Morrow & Co., Inc.	306
Motion Picture Licensing Corp.	513
MultiLis Corporation	2007

N

National Archives	702
National Library of Medicine	707
Neal-Schuman Publishers	3104
Nedbook International	1009
NewsBank, Inc.	801
Martinus Nijhoff International	2012
Nolo Press	815
Notis Systems, Inc.	611

O

OCLC Online Computer Library Center, Inc.	2820
Orchard Books	301
Oryx Press	704
Oxford University Press	409

P

Paragon House	410
Penguin U.S.A.	3209
Pergamon Press, Inc.	3022
Personal Bibliographic Software	1014
Peterson's	3009
Pierian Press, Inc.	2404
Porta-Structures Industries, Inc.	3011
Preservation Press	609
Professional Media Service Corp.	210
Publishers Book Exhibit, Inc.	502
Puffin Books	3209
Putnam & Grosset Group	312
Puvill Libros Books from Spain and Mexico	608

Q

Quality Books, Inc.	3121

R

R & S Books	316
Random House/Knopf/ Pantheon/Villard/ Times Books	3110
Readex Microprint Corp.	801
Reading Is Fundamental, Inc.	1004
Readmore	2604
Recorded Books	2914
Research Publications	2110
Ringgold Management Systems, Inc.	315
Norman Ross Publishing Inc.	2413
Roth Publishing, Inc.	2111
Russ Bassett Co.	518

S

Santillana Publishing Co., Inc.	614
Saztec International	2806
Scarecrow Press	3408
Scholarly Book Center	2903
Scholarly Resources, Inc.	420
Scholastic Hardcover	2415
Charles Scribner's Sons Books For Young Readers	3401
Sierra Club Books/ Little, Brown & Co.	3106
Silver Burdett Press, Inc.	2709
SilverPlatter Information, Inc.	2907
Simon & Schuster Children's Books	2709
Simon & Schuster, Inc.	2714
Social Issues Resources Series (SIRS, Inc.)	2802
SOLINET	520
Sony Video Software, Inc.	2116
Spoken Arts, Inc.	617
Standard & Poor's Compustat Services, Inc.	2301
Stevens & Brown Limited	2001
Stockton Press	2913
Sunburst Books	316
Swets Subscription Service	2013

T

Tab Books, Inc.	417
Taft Group	1011
Taylor & Francis Group	413
T. F. H. Publications, Inc./ Paganiniana Publications	511
Thos. Moser Cabinetmakers, Inc.	104
3M Library Security Systems	2104
Time-Life	2709
Touzot, Jean Libraire-Editeur	610
Turner Subscriptions/ a Faxon Company	3504
Twenty-First Century Books	321

U

UMI	3416
UNIPUB	2611
UNISYS	2215
United Nations—Publications	2406
University Copy Service, Inc.	111
University of Illinois Film/ Video Center	1012
University Products, Inc.	2703
University Publications of America	2307
Upstart Library Promos	618
Utlas International	2603

V

Value Line, Inc.	109
VCH Publishers, Inc.	214
Veterans Administration	1002
Videoplan, Inc.	210
Video Trend, Inc.	2411
Viking Kestrel	3209
Viking Penguin, Inc.	3209
VTLS, Inc.	112

W

Ward's Business Directory	2805
Watson Label Products	2410
Western Library Network	711
Wiley	2507
H. W. Wilson	3301
Winnebago Software Co.	914
Worden Company	2113
World Almanac Education	105
The World & I	715
World Book-Childcraft	3410
Wright Investors' Service—WORLDSCOPE	909

XYZ

XCP/Vendacard	2309
Xerox Corporation	806
Yankee Book Peddler, Inc.	701
Roy Young Bookseller, Inc.	208

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- ***Cities of the United States***—this four-volume set is a quick guide to more than 100 key cities. Here is a single source for historical as well as current information on economic, cultural, geographic, and social conditions of urban centers.

Don't miss the chance to stop by our booth (#3306-3308) for all this and more. If you can't make the ALA Midwinter Conference, call toll-free **1-800-223-GALE** from anywhere in the U.S. and Canada and let a Gale representative fill you in on all the latest news.

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Qty	Number	Title, Speaker(s) & Description	Price	Amount
___	LA8800	COMPLETE SET OF CASSETTES IN STORAGE ALBUMS	$2001.00	_____
	* *	FRIDAY, JULY 8 - PRE-CONFERENCE SESSIONS * *		
___	LA8801ab	INFORMATION POWER: HOW TO ATTAIN IT, USE IT, AND PASS IT ON! (AASL) - Nationally recognized school library media specialists discuss important concepts from the document and present strategies for implementation.	27.90	_____
___	LA8802ae	THE FUTURE OF BI: APPROACHES IN THE ELECTRONIC AGE (ACRL) - Examines broad aspects of BI and electronic information.	69.75	_____
___	LA8803ad	COLLECTION DEVELOPMENT IN THE ELECTRONIC AGE (RTSD) - An assessment of the current and future impact of information technology on collection development and presentation of the state-of-the-art in incorporating electronic media into traditional collection building.	55.80	_____
	* *	SATURDAY, JULY 9 - SESSIONS * *		
___	LA8805ab	BOARDSMANSHIP (ALTA) - Trustees will learn their basic duties, responsibilities and what their aspirations for themselves and their libraries should be.	27.90	_____
___	LA8806ab	YOU ASKED FOR IT! ANSWERS TO THE MOST ASKED QUESTIONS OF THE YEAR (Friends of Libraries, U.S.A.) - Experts speaking about fundraising, public relations, publications, and rural libraries.	27.90	_____
___	LA8807ab	SCHOOLS AND THE FUTURE: THE PLACE OF THE LIBRARY MEDIA PROGRAM (AASL) - Discusses the place of the library media program within the effective school, followed by a report on the California Literature-Based Curriculum Initiatives and their implications for library media programs.	27.90	_____
___	LA8808ab	OPTICAL DISC TECHNOLOGY. . .AND ALL THAT JAZZ (ACRL) - This program focuses on developing trends in the use of state-of-the-art optical disc technology in libraries and academic instruction.	27.90	_____
___	LA8809ab	WOMEN IN THIRD WORLD COUNTRIES: RESEARCH TRENDS AND COLLECTION DEVELOPMENT (ACRL) - Brings faculty and librarians together to talk about the next decade of scholarly research on women in third world countries.	27.90	_____
___	LA8810ab	MICROCOMPUTER SOFTWARE: WHAT IS IT? WHY DO I NEED IT? WHAT DO I DO WITH IT ONCE I GET IT? (RTSD) - Focuses on the role microcomputer software plays in public library and technical services. Special emphasis will be placed on practical recommendations which can be applied to every day library challenges.	27.90	_____
___	LA8811	AUTHOR ACHIEVEMENT AWARD BRUNCH (YASD) - Presentation of the 1st YASD/School Library Journal Author Award to S.E. Hinton.	13.95	_____
___	LA8812	AUTHOR LUNCHEON FOLUSA BAKER & TAYLOR AWARDS (Friends of Libraries, U.S.A.) - Rita Mae Brown will discuss her new book "Starting From Scratch".	13.95	_____
___	LA8813ab	LIBRARIANS AS COLLEAGUES ACROSS RACIAL LINES: STRATEGIES FOR ACTION (ACRL, AASL, RASD, ALISE, ALA, SRRT, EMIERT, REFORMA) - This is an action-oriented program which will focus on strategies for combating racism in the profession.	27.90	_____
___	LA8814	TIME TO PLAN THE EDUCATION OF SCHOOL LIBRARY MEDIA SPECIALISTS (AASL) - Curriculum implications of Information Power, 1988 AASL/AECT Guidelines and NCATE accreditation competencies - Strategies for Library School faculty and media educators.	13.95	_____
___	LA8815ab	CD-ROM TECHNOLOGY: ITS IMPACT ON LIBRARIES & EDUCATION (AASL) - Presentations on the instructional impact of CD-ROM; the impact of CD-ROM on collection development; on public libraries & interlibrary loan; the necessity for networking & professional growth & development.	27.90	_____
___	LA8816ab	ETHICS AND WORKPLACE RELATIONSHIPS: ISSUES, QUESTIONS & CONCERNS (ALA) - Exploration of various aspects of changing ethical considerations in the library workplace.	27.90	_____
___	LA8817	BIBLIOTHERAPY 101: GETTING TRAINED AND GETTING STARTED (ASCLA) - Introduction to Bibliotherapy covering basic skills, techniques, and training options.	13.95	_____
___	LA8818	STATE OF THE STATES: ROLL CALL FOLUSA ANNUAL MEETING (Friends of Libraries, U.S.A.) - Representatives from each state are asked to share news of Friends of Library groups from a state perspective, high-lighting local achievements.	13.95	_____
___	LA8819	HOW TO SURVIVE THE "KILL THE MESSENGER" SYNDROME (AASL, ALTA, ALSC, PLA, YASD) - Discusses experiences as a reporter, the ways in which reporters deal with being blamed for bad tidings, and whether their experiences help librarians cope with being held responsible for the content of materials in their collection.	13.95	_____
___	LA8820	THE GIFT SOLICITATION PROCESS (LAMA) - The program will provide information on what corporate givers look for in funding requests and to provide information on how a library foundation has effectively solicited endowment funding.	13.95	_____
___	LA8821ab	GET IT TOGETHER: NETWORKING FOR LIFELONG LEARNING (PLA-AEPS) - Demonstrates the necessity and importance of networking for the provision of lifelong learning services.	27.90	_____
___	LA8822ab	WALK, RUN OR FLEE? OPTICAL DISC LIBRARY CATALOGS (RASD) - Provides a state-of-the-art discussion of optical disc catalogs, including experiences with CD-ROM public access catalogs in a public library and as a regional union catalog.	27.90	_____
___	LA8823ab	LINKING TECHNOLOGIES: SERIALS SYSTEMS AND THEIR LINKS TO OTHER SYSTEMS (RTSD) - Describes the state of the art in linking technologies as pertaining to Serials and presents four diverse projects being done in his new area.	27.90	_____
	* *	SUNDAY, JULY 10 - SESSIONS * *		
___	LA8891a	PRESIDENT'S PROGRAM - Address by Harlan Cleveland	13.95	_____
___	LA8891b	PRESIDENT'S PROGRAM CONTINUED	13.95	_____
___	LA8825ac	ACCESS TO INFORMATION: OPTICAL DISK TECHNOLOGY (RTSD) - An overview of current technology, manufacture and economics, library applications, and predictions for the future of optical disk technology.	41.85	_____
___	LA8826ab	AASL RESEARCH FORUM (AASL) - Presentations reviewing the best from research relating to school library media programs, practices & personnel.	27.90	_____
___	LA8828ab	THE FUTURE IS NOW: INFORMATION TECHNOLOGY AND YOUTH SERVICES (YASD) - Addresses the practical issues involved in providing and evaluating the use of technology.	27.90	_____
___	LA8829	ROOM WITHOUT DOORS: CONSEQUENCES OF IGNORING AUTOMATION STANDARDS (LITA) - Learn how and why one should adhere to the standards of library automation.	13.95	_____

Qty	Number	Title & Description	Price	Amount
___	LA8830	ONLINE CATALOGS AND INTERLIBRARY LOAN (LITA) - Discussion of Online Catalog and interlibrary loan (ILL) relationships and access, including descriptions of ILL processes in three online systems and user observations.	13.95	_____
___	LA8831	JOINT RESEARCH AWARDS PROGRAM (LRRT) - Presentation of papers which won 1988 Jessey Shera Award and 1988 Justin Winsor Award.	13.95	_____
___	LA8832ab	COLLECTION DEVELOPMENT ISSUES IN MEDIUM-SIZED AND SMALLER ACADEMIC LIBRARIES (ACRL) - Focuses specifically on the special needs of institutions with materials budgets of under one million dollars.	27.90	_____
___	LA8833ab	PAY EQUITY: A NATIONAL VIEW & ACTION STEPS FOR LIBRARY WORKERS (ALA) - A report on the status of pay equity legislation followed by a presentation of the forthcoming "Pay Equity Action Manual for Library Workers".	27.90	_____
___	LA8834ab	GREAT EXPECTATIONS! EVALUATING THE DIRECTOR/EVALUATING THE BOARD (ALTA) - Two directors and one trustee's perspectives on evaluating the library director.	27.90	_____
___	LA8835ab	WHAT'S OUT ON AGING: FRONTLINE DEVELOPMENTS (ASCLA) - Researchers illustrate trends, services, collection development, and legislation in the field of aging.	27.90	_____
___	LA8836ab	TRAINING THAT STICKS: TRANSFERRING WHAT YOU LEARN TO WHAT YOU DO (LAMA) - The program is inteded to help administrators, trainers and trainees understand the fundamentals of skills transfer and the typical barriers to effective learning.	27.90	_____
___	LA8837	A-LIRT! TEACHING EXCEPTIONAL PATRONS (LIRT) - Program covers library instruction for adult learners, persons with different language and cultural backgrounds, and the disabled.	13.95	_____
___	LA8838	MANAGING CD-ROM PRODUCTS IN THE LIBRARY (LITA) - The topics will include a discussion of the problems and issues relating to initial installation of CD-ROM products, vendor support for products following installation and ongoing concerns relating to hardware and software upgrades.	13.95	_____
___	LA8840	ALLIE BETH MARTIN AWARD BRUNCH (PLA) - Presentation of 1988 Allie Beth Martin Award to Daniel O. Robles and address by James M. McPherson.	13.95	_____
___	LA8841	RESEARCH FORUM I: RESEARCH OF INTEREST TO ACADEMIC LIBRARIANS (LRRT) - Presentation of research followed by discussion.	13.95	_____
___	LA8842	AACR2 REVISED: PAST, PRESENT AND FUTURE (RTSD) - AACR2 Revised will be published late in 1988. The origin and content of the new rules will be described, and future revisions will be discussed.	13.95	_____
___	LA8843ab	INFORMATION ACCESS: ISSUES AND ACTION (ACRL) - The program will focus on key legislative issues of special interest to academic librarians and administrators concerned with access to information.	27.90	_____
___	LA8844ab	NEW TECHNOLOGY FOR SLAVIC AND EAST EUROPEAN LIBRARIANSHIP (ACRL) - Focuses on 1) bibliographic and non-bibliographic commercial databases; and 2) creation and application of local databases using mainframes and micros.	27.90	_____
___	LA8845ab	INTERGENERATIONAL APPROACHES TO LITERACY (PLA-AEPS) - The role of the family and of people of all ages working together to break the cycle of illiteracy.	27.90	_____
___	LA8846ab	DISCOVERING LITERARY VOICES: SELECTING AND PROMOTING SMALL PRESSES AND LITERACY MAGAZINES IN LIBRARIES (RASD) - A panel of librarians and editors discuss how literary magazines and small presses discover and pioneer literary talent. . .and how librarians can select, promote and program with these materials.	27.90	_____
___	LA8847ab	BUILDING READERS FOR THE 21ST CENTURY (AASL) - Highlights literature programs for children and youth that feature librarians, parents & teachers working together to promote reading.	27.90	_____
___	LA8848ab	GOVERNMENT DOCUMENTS AS RARE BOOKS (ACRL) - Discusses the problems of identifying rare government documents collections and general collections, and explores strategies for protecting and preserving these materials.	27.90	_____
___	LA8849ab	WHO'S COMPUTER REVOLUTION IS IT? (LITA) - Focuses on the social consequences of the new information technologies.	27.90	_____
___	LA8850ab	MONEY AND POWER - PART I: THE MOVE INTO ADMINISTRATION FOR YOUTH SERVICES LIBRARIANS (YASD) - Skills assessment, goal-setting, action planning & finding the right job are explored in a three-part presentation.	27.90	_____
		* * MONDAY, JULY 11 - SESSIONS * *		
___	LA8851ab	A SENSE OF PLACE: THE VALUE OF CULTURAL INSTITUTIONS TO THE COMMUNITY (PLA) - Explores the development of an institutional image which reflects and promotes the value of public libraries as cultural institutions in their own communities.	27.90	_____
___	LA8852ab	BUILDING BRIDGES OVER TROUBLED WATERS: FORMING ALLIANCES TO COMBAT CENSORSHIP (YASD) - A program designed to provide models for librarians organizing ourselves and joining with our natural allies to meet the threat of organized censorship campaigns.	27.90	_____
___	LA8853ab	MANAGING EFFECTIVE PROGRAMS FOR LIBRARY USERS WITH DISABILITIES (ASCLA) - Public and academic librarians discuss successful management techniques in programming for disabled persons.	27.90	_____
___	LA8854	GUIDELINES FOR AUTOMATING THE MEDIA CENTER CATALOG (AASL) - Discussion of the present standards and decisions required for establishing an automated catalog for student and public access to instructional materials.	13.95	_____
___	LA8855	EDUCATION AND TRAINING OF LIBRARY SUPPORT STAFF AND LIBRARIANS (ALA) - Education and training programs for library technical assistants and library associates will be discussed.	13.95	_____
___	LA8856ab	PRESERVATION OF ASIAN AND AFRICAN MATERIALS (ACRL) - Discusses the current state and further needs of preservation of Asian and African library materials which are relevant to area studies.	27.90	_____
___	LA8857ab	ACCREDITATION REVIEW STRATEGIES IN EDUCATION AND PSYCHOLOGY (ACRL, AASL) - Addresses the role of libraries, collections, and education and behavioral sciences librarians in preparation for accreditation review by organizations such as NCATE.	27.90	_____
___	LA8858ab	TRAINING THE GENERAL INFORMATION PROVIDER TO USE GOVERNMENT INFORMATION (GDRT, RASD) - Examines the possibilities for training non-documents staff to respond appropriately to questions involving information from all levels of government; state, local, federal and international.	27.90	_____
___	LA8859ab	FUNDING, SELECTING, AND PURCHASING MULTILINGUAL MULTIMEDIA COLLECTIONS FOR LIBRARIES IN THE 1980'S (PLA) - Focuses on the availability of language, learning and literary records, audio and video cassettes, and software on the market.	27.90	_____
___	LA8860ab	ON THE MAKING OF REFERENCE WORKS: SUBJECT ENCYCLOPEDIAS AND DICTIONARIES (RASD) - Representatives of four publishers will discuss major multi-volume reference works either published within the past several years or re-released in a new format.	27.90	_____

Qty	Number	Title and Description	Price	Amount
___	LA8861ab	HERE TODAY, GONE TOMORROW: THE GROWING OUT-OF-PRINT CRISIS (AAP, RTSD) - A follow-up to the 1987 AAP/RTSD program, "Deja Vu All Over Again?" book marketing and selection update. This program will isolate one of the critical issues that came out of the 1987 forum.	27.90	_____
___	LA8862ab	PLUGGING INTO VIDEO: THE YA CONNECTION (YASD) - Discusses video and libraries, especially trends in video and the young adult user.	27.90	_____
___	LA8863	RESEARCH FORUM II: RESEARCH OF INTEREST TO PUBLIC LIBRARIANS (LRRT) - Presentation of research followed by discussion.	13.95	_____
___	LA8864	MURDER BY THE BOOK: ESPIONAGE FICTION AND THE D.C. SCENE (ALA, AAP) - Margaret Truman, biographer of her parents and author of eight murder mysteries will share her insider's view of Washington politics, intrigue and morality of the publishing industry.	13.95	_____
___	LA8865	MONEY AND POWER, PART II (ALSC, YASD) - Outlines the role of the youth services librarian with regard to creative politics, grantsmanship, community contacts, public relations and library-wide participatory planning.	13.95	_____
___	LA8866	MARKET FORCES AND SALARY EQUITY: COMPUTER PROFESSIONALS IN THE LIBRARY (LAMA) - Pay equity and computerization are currently two of the "hottest" topics in librarianship.	13.95	_____
___	LA8867	DATABASE MAINTENANCE IN A SHARED SYSTEM ENVIRONMENT: JOB SECURITY FOR 20 LIFETIMES (LITA) - Explanation of problems associated with multiple input into database creation in a shared automation environment.	13.95	_____
___	LA8868ab	RECRUITING A CHILDREN'S LIBRARIAN: HOW TO GET AND KEEP ONE (PLA) - Addresses the library & administrator's school role in recruiting and in retaining good children's librarians.	27.90	_____
___	LA8870ab	U.S. COPYRIGHT IN LIBRARIES: CLARIFYING THE PRESENT AND PREPARING FOR THE FUTURE (RTSD) - Discussion of current copyright law, current application of the law by librarians and micro-publishers and what changes will be prompted in the future by widespread use of electronic facsimiles.	27.90	_____
___	LA8871ab	CREATIVITY IN THE WORKPLACE: FROM CONCEPTION TO APPLICATION (ACRL) - Examines the concepts underlying the creative process and provide techniques that can be used in library settings.	27.90	_____
___	LA8872ab	CREATION OF PATRIARCHY: ITS IMPLICATIONS FOR LIBRARIANSHIP (LHRT) - Discusses patriarchy's origins; draws implications for female school librarians and female academic librarians.	27.90	_____
___	LA8873ab	ADULT LITERACY THROUGH TECHNOLOGY: A PANEL DISCUSSION AND DEMONSTRATION OF LEARNING SYSTEMS (LITA) - Reviews the state of the art of adult literacy programs and their use of technology; to educate interested librarians in establishing successful literacy programs.	27.90	_____
___	LA8874ab	TWELVE YEARS TILL 2000: PREPARING FOR 21ST CENTURY REFERENCE (RASD) - A program including media, experts, and working librarians devoted to anticipating 21st century reference issues in three major areas: patron expectations, library staff and reference tools.	27.90	_____
___	LA8875ac	REACHING THE RELUCTANT TEEN READER (YASD) - Discussion of criteria used to select titles, how to select books for teen reluctant readers and present booktalks.	41.85	_____
	* *	TUESDAY, JULY 12 - SESSIONS * *		
___	LA8876	CORETTA SCOTT KING AWARD BREAKFAST (SRRT) - Honors a black author and illustrator for outstanding inspirational and educational contributions to literature for young people published in 1987.	13.95	_____
___	LA8877	WEIGHING THE HARD CHOICES: THE DILEMMAS OF HEALTH CARE (ASCLA) - Resources for the ethical, quandries of medicine and health. The scholarly and nonscholarly records of ethics.	13.95	_____
___	LA8878	MANAGING TRENDS IN SYSTEM SERVICES (PLA) - Important trends such as increased entrepreneurial entrepreneurial roles in public and multitype system management.	13.95	_____
___	LA8879ab	DOING RURAL ECONOMIC DEVELOPMENT: LIBRARIES, EXTENSION SERVICES AND THE NATIONAL AGRICULTURAL LIBRARY IN PARTNERSHIP (PLA, SMLS) - How the rural library can play a role in community economic development by working in partnership with extension services, land grant universities, and the National Agricultural Library.	27.90	_____
___	LA8880ab	PRESERVATION MICROFILMING: THE ART OF CONTRACTING FOR SERVICES (RTSD) - Shares secrets for developing successful contracts for preservation microfilming services, as well as problems and pitfalls.	27.90	_____
___	LA8881ab	IS "ENGLISH-ONLY" ENOUGH?: CULTURAL HERITAGE, LANGUAGES AND LIBRARIES (EMIERT) - Examines the importance of knowledge of languages other than English, language policies and language retention patterns.	27.90	_____
___	LA8882	THE GRASS IS GREENER: ROLE EXPECTATIONS IN SCHOOL LIBRARY MEDIA PROGRAMS (AASL) - Panel dialogue during which administrative and building level personnel identify needs and expectations.	13.95	_____
___	LA8883ad	LIBRARIES WITHOUT WALLS: EMERGING TECHNOLOGIES AND PRACTICAL INFORMATION ACCESS (STS, ACRL) - CD-ROM directories, networked databases, full text. . .Can libraries control the information explosion? Are we slipping back as technology surges forward?	55.80	_____
___	LA8884ab	THE LIBRARIAN EX MACHINA 2.0: CURRENT EXPERT SYSTEMS APPLICATIONS FOR LIBRARIANS (LITA) - Panelists will discuss how expert systems can direct patrons, guide staff, catalog books, and assist in planning in libraries today.	27.90	_____
___	LA8885ab	THE SHARPER IMAGE: USING FOCUS GROUPS TO FIND OUT WHAT THE PUBLIC REALLY WANTS (PLA) - Long range plans, library facilities, services and programs will be more responsive to client needs when consumers have a voice in the planning.	27.90	_____
___	LA8886ab	CUTTING DEAL WITH UNLIKELY ALLIES: GAINING POLITICAL CLOUT	27.90	_____
___	LA8887ab	TRENDS AND TOOLS: MANAGING THE CRISIS IN THE LIBRARY MATERIALS BUDGET (RTSD) - Examination of the trends from both the library and publisher perspective, followed by managerial means for using price indices effectively.	27.90	_____
___	LA8888	RESEARCH FORUM III: RESEARCH USING BIBLIOMETRIC TECHNIQUE (LRRT) - Presentation of research followed by discussion.	13.95	_____
___	LA8889	HOT TOPICS AND ALL THAT JAZZ (PLA) - Lou Harris will discuss public opinion trends in the U.S.	13.95	_____

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Conference perk capita

Never apologize, never explain who will attend and who will remain—

Let the numbers decide!

by Dan Clemmer

ONE OF THE KNOTTIEST problems you head librarians and would-be heads must confront sooner or later is this: What is the best way to decide which staff members get to go to library conferences? And once you have decided who *does* get to go, how do you deal with those who *don't* get to go? The following scene is all too common:

Head Librarian: "Hi, Bob, what's up?"

Bob: "I bust my butt for this library, attend all the piddly-poo professional development workshops on my own time, and you let Milt Wembley, the biggest airhead in the public service division, go to ALA while I take his 2-to-10 shift for a whole week! That's what's up!"

Head Librarian: "Umm, well, I'm sorry, Bob, but, you know, with all our, umm, budget and staffing problems—but I don't have to tell *you* about *that*—I mean it looks all right now, umm, but who knows what might happen any day, that we won't be able to, umm, send as many people to ALA as we'd like this year. You know, of course, Bob, that we'd like to let, umm, *everybody* go who wants to go. But, I'm afraid, this year, Bob, you won't be able to, umm, go."

Bob: "Sheesh."

Wouldn't it be better to use some unchallengeable yardstick to help you make your decision? To an irate employee, wouldn't you rather tender a decision based on quantitative techniques, demonstrating conclusively, with objective criteria, why he or she can't go?

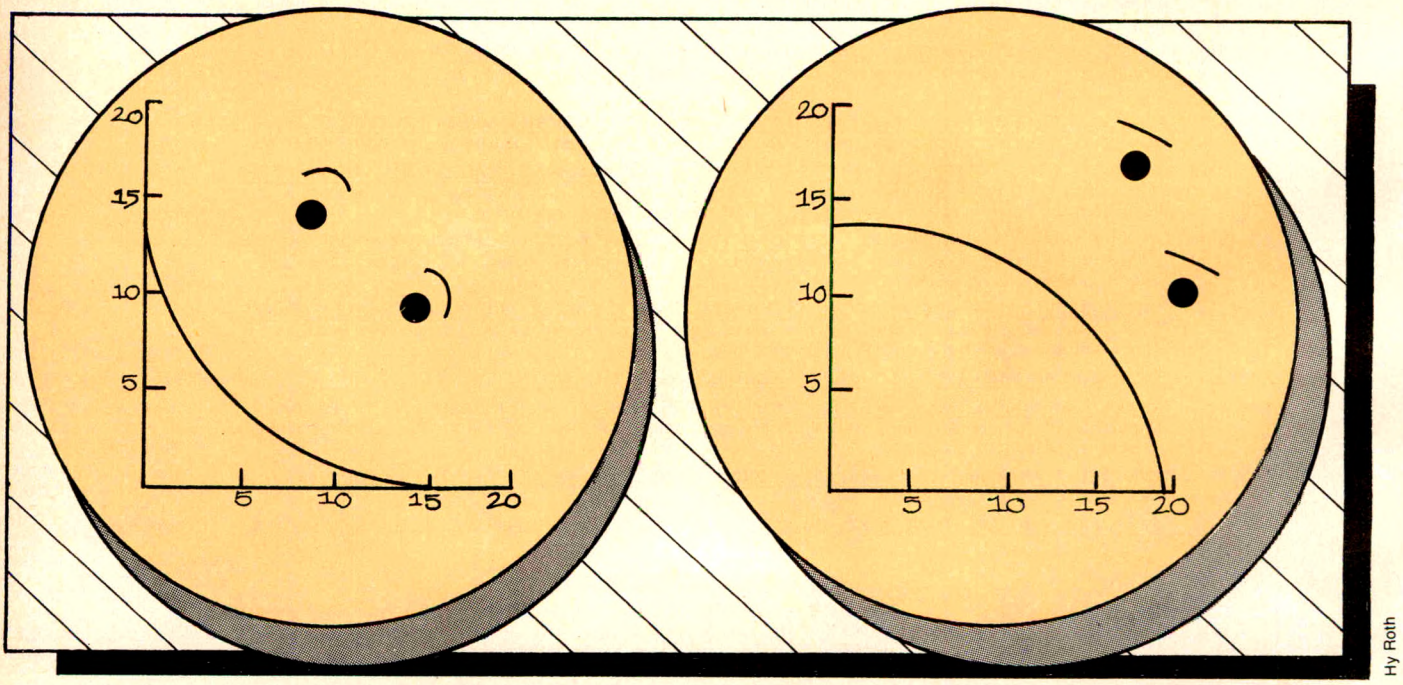
Dan Clemmer is a librarian in Washington, D.C.

Utter cutter

Quantitative techniques? You probably thought those things were the domain of library science Ph.D's and professors, who were careful to make them incomprehensible to the ordinary librarian. In general, I agree with you. I'm not sure, for instance, that the Cutter Scree Test for Estimating the Number of Meaningful Factors in Determining Who Can Go to Library Conferences (see figs. 1A and 1B) is at all conclusive. Though it is a favorite of ARL and ASIS, a number of questions about this test—sampling frame, coding scheme, statistical assumptions, etc.—have yet to be resolved.

The most useful quantitative techniques are the most accessible ones, the ones that are immediately understood by both employee and decision maker. If you can add and subtract, you can use the Library Conference Decision Module, first developed by a joint ARL/ASIS task force and then discarded when it became clear that it was

Cutter's Scree Test for Estimating the Number of Meaningful Factors in Determining Who Can Go to Library Conferences



Hy Roth

Figure 1.a: Staff member can go to conference

Figure 1.b: Staff member cannot go to conference

Figure 2: Library Conference Decision Module

Name of Supplicant_____

1. Has Supplicant (hereafter referred to as S.) been to a conference in the last two years? Yes (–10) No (+10)

2. Has S. ever failed to turn in a written report after attending a conference? Yes (–10) No (+10)

3. If S. has ever done a conference report, has it been lifted directly from the conference program? Yes (–15) No (+10)

4. Has there ever been any suggestion that S. spends all his/her conference time in bars, ball parks, or at the beach? Yes (–30) No (+10)

5. Does S. request to go to conferences only when they are in San Francisco, New Orleans or Honolulu? Yes (–20) No (+20)

6. Is S. willing to go to ALA Midwinter Meetings in Chicago? Yes (+40) No (–30)

7. Is S. presenting a paper at the conference? Yes (+30) No (0)
   If yes, will S. be reading the paper (–30) or speaking from notes (+30)?

8. Would it be a relief to have S. gone for awhile? Yes (+10) No (–10)

9. Is S. a hard worker who does whatever you ask without question and laughs at your jokes? Yes (+150) No (–150)

10. Or is S. a general pain in the butt and you'll be damned if you'll reward him/her with a conference trip? Yes (–150) No (0)

effective and easy to use.

Lies don't figure

The beauty of the Library Conference Decision Module is its simplicity. Just fill in the blanks of the data sheet (see Fig. 2) and add up the scores. The employees with the highest positive scores win. I believe you will find that the most deserving employees get the highest scores. The undeserving will be so stunned by your rationale they will be unable to question the fairness of your procedure. Contrast the following conversation with the one above:

Head Librarian: "Hi, Bob, what's up?"

Bob: "Don't 'Hi, Bob' me! I want to know why you're letting that twirp Milt Wembley and not me go to ALA!"

Head Librarian: "Bob, I'm sorry, but your numbers just don't support a trip to ALA this year."

Bob: "My numbers?"

Head Librarian: "Yes, Bob. Milt came in with a 260 to your 30 on the Library Conference Decision Module. Maybe your numbers will be better next year, Bob."

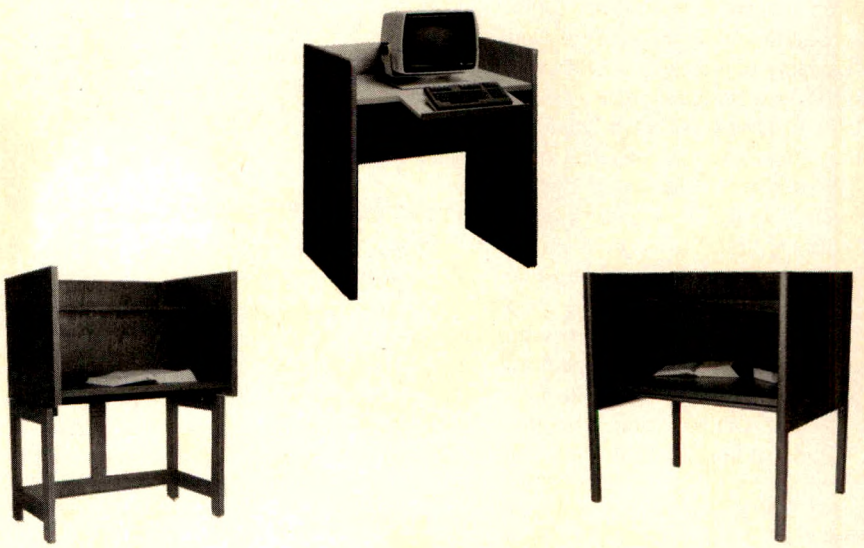
Bob: "Well, I'm disappointed, of course, but if that's what the numbers say, I really don't have much of a case. Thanks for your time and have a nice day."

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It's not too late to save the books

As concern about preservation of printed documents reaches critical mass, an international summit of librarians, lawmakers, scientists, and industry leaders closes ranks to address the problem.

by Richard D. Smith

THE PAPER IN MANY BOOKS published with pride 100 years ago is so brittle and weak that pages break when turned. Rep. Sidney R. Yates (D-Ill.) reported to his constituents that 55% of New York Public Library's history books are so brittle that ordinary use causes pages to snap like potato chips. A 1959 William J. Barrow Research Laboratory study concluded that more than 50% of all books printed between 1900 and 1949 will be unusable by the end of this century.

But technologies are available to protect books. Perhaps different visions of the preservation problem have hindered its resolution. The Technical Association of the Pulp and Paper Industry (TAPPI) Paper Preservation Symposium, held October 17–21, was designed to provide a unifying vision.

The symposium was organized into 10 sessions on critical preservation topics. Three were addressed by members of Congress: "Usability of Research Library Collections: A Preservation Challenge," by Rep. Major R. Owens (D-N.Y.); "Usability of Archive and Historical Society Collections: A Preservation Challenge," by Sen. Mark O. Hatfield (R-Ore.); and "Preserving America's Cultural Collections on Paper: The Engineering Answers," by Rep. George E. Brown, Jr (D-Calif.). These topics were explored in depth in seven other sessions: "The Problem in Perspective," "The Available Resources," "The Stage for Action," "Paper Deterioration: The Slow Fires," "Preservation Technologies: The Basics," "Preservation Technologies: The Choices," and "Postponing the Inevitable Indefinitely."

Richard D. Smith, librarian and chemist, is president of Wei T'o Associates, Matteson, Ill., which applies the paper preservation technique he developed. Smith's broader interest in preservation prompted him to organize the conference and offer an exclusive report to *AL*. The shortened article here is based on that report.

Synergy

The 200 speakers and participants came from around the world—Vienna, Tokyo, Stockholm, and Johannesburg. The following partial listing of topics and authors suggests the richness of the symposium.

The synergy between diverse participants—librarians, scientists, publishers, paper industry officials, and lawmakers—began even before the symposium's official opening. Some 70 people attended an informal meeting led by Ellen McCrady, editor, *Alkaline Paper Advocate,* to discuss permanent-paper usage. The news that the Senate had passed a joint resolution "To Establish a National Policy on Permanent Papers" raised enthusiasm and sparked discussions on ways to accelerate alkaline paper use. What began as a brainstorming session restricted to preservation librarians turned into a productive, problem-oriented exchange among librarians, publishers, and papermakers.

Preservation for use

Major Owens dramatically revised Ranganathan's First Law, "Books are for Use," into "Preservation for Use"–the theme of his address. Owens promised listeners the joint resolution will be passed by the new Congress, and stated that strong federal support, perhaps a new LSCA Preservation Title Grant, is necessary. He suggested that the Library of Congress and other federal agencies should greatly expand their preservation support to libraries. Making preservation programs a top library priority, providing effective remedies librarians can apply, and maintaining high-level advocacy for continued preservation funding are Owens' preservation goals.

Sen. Hatfield advised: "Declare total war," and involve everyone concerned with the production, distribution, and use of cultural materials on paper. Hatfield said: "I can assure you that if you succeed in developing a preservation strategy, and I am most happy to be a partner with you [in its development], from my position as the ranking Republican of the Senate Appropriations Committee, I will assist you in every way possible in funding it."

"...55% of New York Public Library's history books are so brittle that ordinary use causes pages to snap like potato chips."

Rep. Brown, deeply committed to access and preservation of scientific and technical information, was equally clear. A standard on permanent paper for federal documents is required in the near future, and federal information resources can be shared only by being preserved.

Evolving unity

Hatfield, Brown, and Owens articulated the challenges facing the conservators of our information systems and our cultural heritage. Fifty-one other papers and presentations advanced the unified effort to meet those challenges.

Distinguished scientists W. Howard Rapson, University of Toronto; Philip Luner, SUNY College of Environmental Science and Forestry; and Tom Lindström, Mo Och Domsjö AB, Sweden; discussed

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Preservation

the causes and prevention of paper deterioration. Research library directors Donald A.B. Lindberg, National Library of Medicine; Richard DeGennaro, New York Public Library; and Jacob van Heijst, Royal Library of Holland; reported on the condition of their collections, their preservation activities and programs, and their need for support.

Terry O. Norris, TAPPI past president; Vincent A. Russo, president; and Donald M. Gilmore, TAPPI manager of technology; explained how the organization and its members' expertise could assist paper preservation work.

Seventeen panel speakers including LC's Peter G. Sparks, Norvell M.M. Jones of the National Archives and Records Service, and Peter Johnson of Congress' Office of Technology Assessment reviewed causes of paper deterioration, methods of strengthening paper, and mass deacidification techniques.

A diverse panel of speakers from the chemical, paper, and publishing industries, as well as representatives from the federal government, discussed the manufacture, testing, sizing, selection, and use of book papers. Librarian Patricia Battin, president of the Commission on Preservation and Access; Emory University Provost Billie E. Frye; and others offered summations on the state of preservation and attempted to put the symposium in perspective.

Books in a microwave

Two reports illustrate the range of unexpected and significant ideas and research. Jerome Brezner, SUNY College of Environmental Science and Forestry, recommended the use of common microwave ovens to protect books from living pests. Brief exposure to microwaves caused no damage to books and extermination was complete.

Henk J. Porck and others at the Royal Library of Holland compared the paper in identical 19th and 20th century imprints from the New York Public Library and Royal Library of Holland collections. Their findings suggest groundwood papers, with no special treatment, may last for up to 200 years if stored in unpolluted air at 60°–65°F. The difference in condition between the 12 sets of books displayed at the symposium was difficult to believe. The leaves in all of the NYPL books were totally embrittled. The leaves from older books would break from their own weight. Dutch copies were in good condition and had decades of research library use remaining.

Neither book deterioration nor efforts to solve the problem are new. Professionals in many fields have been concerned and have been seeking solutions. But frequently these efforts have been insular, failing to look beyond national or disciplinary borders.

What has been needed is shared communication among researchers, industry leaders, government officials, and the keepers of our information systems and cultural heritage—librarians and archivists. The symposium provided that, and will generate continuing progress and cross-fertilization of ideas for the future. □



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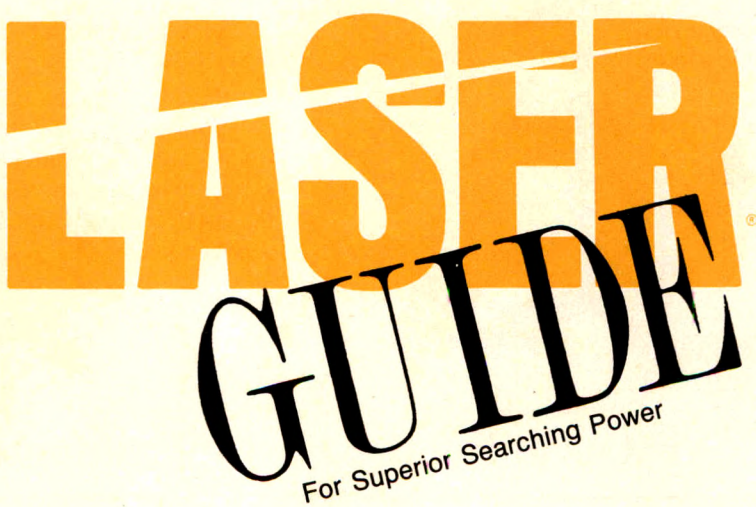
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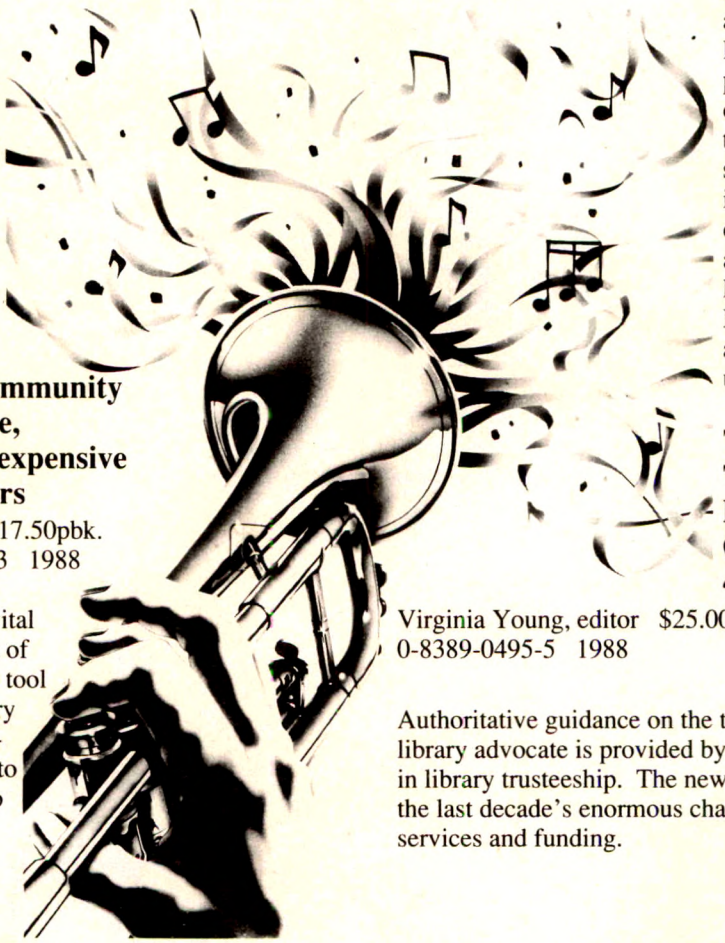
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Controversy-and-concern-within-a-conference

Proposed professional-hiring requirements, AIDS miniconference highlight annual meeting of the New York Library Association

By Gerald R. Shields

IMAGINE, FOR A MOMENT, THAT the National Commission on Libraries and Information Science suddenly proposed new national standards for public libraries. What if NCLIS required libraries to have adequate space, handicapped access, rest rooms, telephones, photocopiers, and other access tools, *plus* an MLS-degreed librarian in every building, all within 10 years, or face withdrawal of any federal support?

A state-level equivalent to that scenario enlivened the 95th Annual NYLA Conference Oct. 12–16 in Buffalo, where the proposed new state standards were the talk of the exhibit aisles and open hearings as well as the membership meetings of those groups dedicated to public library service.

The state Regents proposal has been the object of regional hearings and written commentary for several months (*AL*, Nov., p. 836), culminating at this conference. The final draft was scheduled to go before the State Board of Regents in late November.

Cries defending the virtue and sacredness of small-town libraries and their dedicated and underpaid staff echoed through the loudspeakers. Lamentations fringed with indignation blamed city-slick "downstaters" for the proposed atrocities. Librarians were even heard to put down their own training and status. Some went so far as to propose special regional classes to train rural nonprofessionals in lieu of hiring degreed and certified professionals.

But NYLA's Council passed over a membership resolution to accept the standards as guidelines for a decade of development and enabling legislation. Instead, Council said that although NYLA liked the idea of new standards, these standards were controversial; therefore, the Regents should go back to the drawing board. Council didn't venture to go on record as to what the controversies were or how they

Gerald Shields is assistant dean, State Univ. of N.Y./Buffalo School of Information and Library Studies.



Photos by Richard Johnson

NYLA president Julie Cummins enjoys a foot massage at the Reference and Adults Services Section (RASS) booth. She is holding Donald Westlake's latest novel, Trust Me on This. *Westlake was a featured speaker at a RASS program.*

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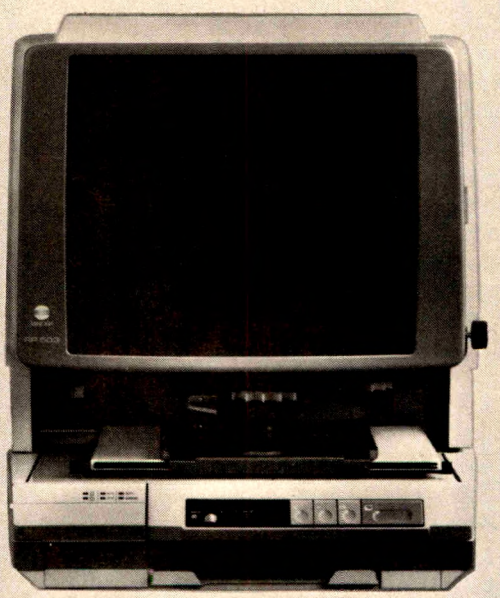
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might be resolved.

Since many politicians ordinarily silent on library matters have suddenly clutched the plight of the rural libraries to their bosom, vowing to keep the big bad Regents and the State Education Department from closing the tiny libraries in sparsely populated and tax-poor regions of the state, the Regents might ignore the librarians or indeed defer action. It has happened before. And so the state's public libraries are left waiting and wondering.

AIDS miniconference

NYLA planners revived the conference-within-a-conference concept and made AIDS information for user and library staff the subject of the two-day concentration. According to evaluation sheets and word-of-mouth, the series of programs was superb. Speakers included such experts as former law school dean Daan Braverman; Jerome Freeman, nationally known consultant on the treatment of AIDS victims; Jean Milowe, State Education Department consultant on regulations affecting services to AIDS victims; James Haynes, who addressed the sociology of confidentiality and library responsibility; and two school library media system supervisors, Anne Sidwell and Cynthia LaPier, speaking on the statewide AIDS curriculum and its impact upon library selection and access.

Seldom-seen AIDS-related videos and films were shown throughout the two days, highlighted by the powerful Marc Huestis film *Chuck Solomon: Coming of Age.* One librarian said of the film "If I never understood my role in this tragedy before, I will never forget it now."

Plans are already underway to have another c-w-a-c at the annual conference next October in Saratoga Springs. The tentative subject is the education, training, and certification of the professional librarian.

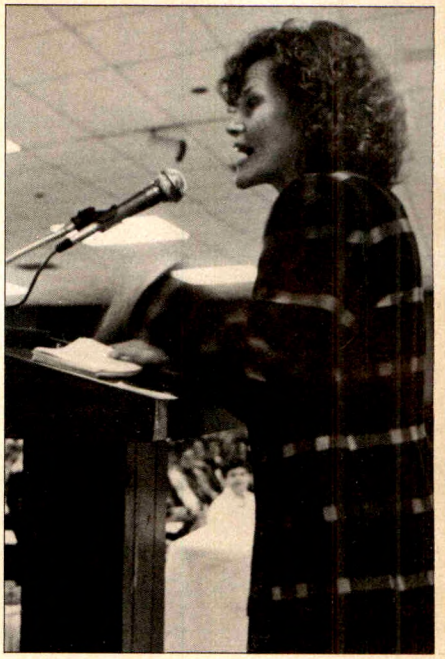
Among names earning national mention during NYLA are the following:

Marie Bruce Bruni, director of the Huntington Memorial Library, Oneonta, won the 1988 NYLA-SIRS Intellectual Freedom Award.

Harold Hacker, one-time director of the Rochester Public Library and founder of the N.Y. State Association of Library Boards, was named this year's Outstanding Advocate of Libraries.

Richard Panz, director of the Finger Lakes Public Library System and immediate past-chair of the Legislation Committee, was honored for Outstanding Service to Libraries in 1988.

Janet Steiner, director of the South Central Research Library Council, Ithaca, picked up the gavel as NYLA president for 1988–89. □



Author Judy Blume addresses keynote session.

Who picks AIDS materials?

A NYLA resolution calls for complete access to libraries and information for people who have acquired immune deficiency syndrome (AIDS), AIDS-related complex (ARC), or who test positive for the human immunodeficiency virus (HIV). NYLA also supports a state initiative to provide AIDS instructional programs to students and encourages school library media centers to acquire and provide unrestricted access to materials dealing with AIDS. But NYLA warns against the role of state-mandated AIDS Advisory Councils in selecting these materials.

The local advisory councils will make recommendations on the content and implementation of the school instructional programs; but the council's business does not extend to AIDS materials in school library media centers, NYLA asserts in a policy statement.

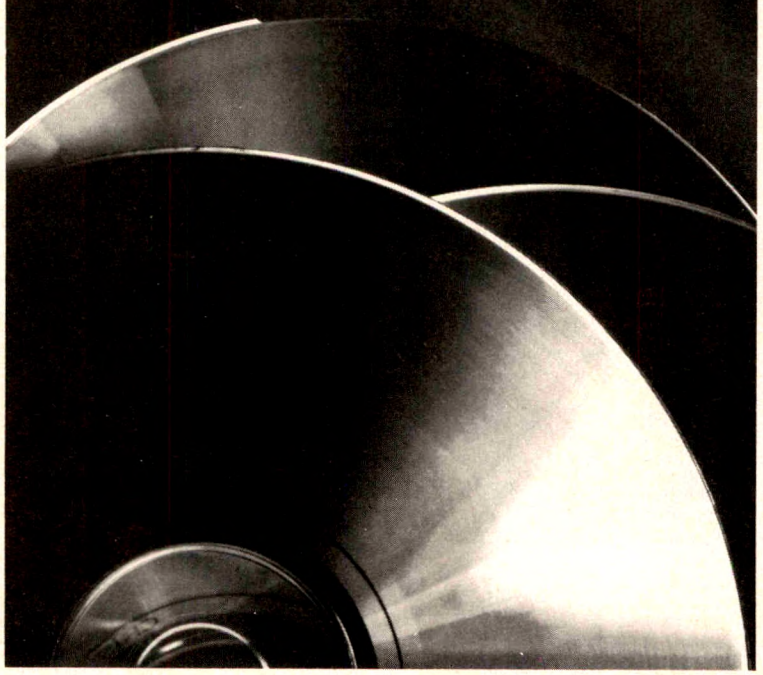
The selection and review of AIDS-related materials, as with all school media center materials, should be the responsibility of the school media specialists. The same policies and criteria that govern the selection of other materials should apply to AIDS materials, NYLA says.

Citing the Library Bill of Rights, NYLA reminds librarians that particular emphasis should be placed on representing diverse points of view when choosing AIDS-related materials, rather than reflecting a particular viewpoint.

School librarians must guard against any attempts by the AIDS Advisory Councils to encroach on established selection procedures, says NYLA.

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Should we visit South Africa?



By shunning South African colleagues, U.S. librarians may strengthen apartheid

by Anthony Olden

WHETHER TO VISIT South Africa is only a theoretical dilemma to most librarians, since they may never get the opportunity to travel there. But, when given the chance, a handful of U.S. librarians and library school faculty still opt to visit the country for professional reasons.

South Africa holds a special interest for Americans, since a minority in the U.S. have had to struggle hard to gain the kind of rights that are still sought by the majority of South Africans. Library links between the two countries go back to the late 1920s, when a Carnegie grant allocated funds specifically for library service to South African blacks, who had been barred from virtually all libraries until then.

To show their revulsion for apartheid, most countries have boycotted South African sports and athletes for decades. More recently, a number of U.S. cities have resolved to stop doing business with companies that have South African connections.

Particularly distasteful to U.S. librarians are the South African government's restrictions on access to information and on the freedom of the press. ALA and many universities have "divested" any economic links to South Africa by selling their stocks in companies that do business there.

Opponents of sanctions argue that contact with democratic countries is more likely to change the hearts and policies of South Africa's ruling minority than international ostracism.

Boycott supporters reason that only extreme measures will have any impact on the minority that rules South Africa. Although such pressures also make life harder for the oppressed right now, they ultimately will benefit, advocates claim. Opponents of sanctions argue that contact with democratic countries is more likely to change the hearts and policies of South Africa's ruling minority than international ostracism.

Sending the right signals

The success of the divestment campaign has led some to call for a total embargo, which would include an academic boycott and a halt to the sale of books. Both the Association of American Publishers and the Association of American University Presses have rejected the latter proposal. The AAP feels that "it is particularly important to keep American ideas and ideals flowing into nondemocratic societies whose governments deny civil rights to their people."[1]

Within the library community, views differ on the appropriateness of such a boycott. F. W. Lancaster, library school professor at the University of Illinois at Urbana-Champaign, objects to any kind of boycott by librarians, who as a profession defend the free flow of information. Lancaster maintains that if we boycott countries with whose political climates we disagree, we would cut ourselves off from half the world. A guest lecturer at several South African universities in August 1987, he says that no one would have made any fuss had he visited the U.S.S.R. instead.

Anthony Olden teaches at the Department of Information Studies and Technology of Ealing College of Higher Education, London, England. A former reference librarian at the University of Illinois at Urbana-Champaign Library, Olden served from 1975 to 1983 at Ahmadu Bello University, Nigeria.

A South African visits us

LORRAINE HARICOMBE, PICTURED with her daughters Heidi and Gretchen at Champaign Public Library, is a doctoral student at the University of Illinois at Urbana-Champaign library school, where she earned her MLS earlier this year. Haricombe's research focuses on identifying information needs of black South Africans.

Before winning an International Institute of Education scholarship that brought her to the U.S. in August 1986, Haricombe served as a lecturer-librarian at the Peninsula Technikon, an institution equivalent to a U.S. community college. She earned her undergraduate degree in library science at the University of the Western Cape, which was originally established for coloreds (people of mixed race).

Oct. 30 in Chicago, Haricombe spoke to to the African Studies Association, expressing misgivings about a blanket academic boycott of South Africa. She explained that "being a student at a major university, . . . combined with all the other attributes of being in a foreign country, has so far been the most valued experience in my life. To be a student where one has most of the resources at one's fingertips is a luxury which South African students are denied."



Lisa Burnett

Haricombe urged the continuation of visits from international colleagues and exchange programs for librarians who serve black communities, most of whom "are not trained to deal with the needs of the very communities they serve." She argued that "new ideas, contacts with the outside world are needed to fertilize the minds of those who are fighting within."

While Lancaster favors going, former ALA President E. J. Josey, professor in the University of Pittsburgh (Pa.) library school, does not. In Josey's opinion, visitors to South Africa become partners in apartheid by providing economic support for "a totalitarian, Nazi-like, undemocratic regime."

Only the extreme political right would claim that libraries, information, and technology are apolitical.

R. B. Zaaiman, who directs the South African State Library in Pretoria, sees no benefit in moves by U.S. librarians to sever links with their colleagues there. Zaaiman insists that South African librarians are working for a better nation, and cites as proof a new report on the use of libraries for economic development.[2] Comparing his country's stage of development to that of the U.S. between 1865 and 1965, Zaaiman says that South Africa expects to accomplish a similar transition in social development in one-tenth the time.

Zaaiman admits that some South African libraries still do not serve all would-be users, or only offer rudimentary services to large sections of the population. However, he reminds visiting librarians that they can select which South African institutions to visit, and asserts that foreign guests will find many acceptable ones.

Business as usual

Africana specialists from research libraries make occasional trips overseas to buy publications and improve acquisitions procedures. Among those who have been to South Africa in recent years are Elizabeth A. Widenmann of Columbia University Libraries and Moore Crossey of Yale University Library.

Widenmann, who went in 1986 on behalf of Columbia's Institute of African Studies, wanted to enrich her university's teaching and research collections.[3] Crossey was last there in 1984 and plans another trip. He believes that channels of communication between South Africa and the U.S. should be kept open, and points out that academics travel there all the time to pursue research interests.

Corinne Nyquist, of the State University of New York College at New Paltz Library, has been to South Africa on three occasions during the last 22 years. On her first visit in 1966-67, she worked at Rhodes University Library while her husband did research. She went back in the mid-1970s to conduct research herself, and returned in 1987 to visit old friends and catch up on library developments there. Emphasizing that change has to come from within, Nyquist sees the real issue as how those of us on the outside can best encourage that change.

Change has to come from within. . . . The real issue [is] how those of us on the outside can best encourage that change.

No simple answers

Perhaps an unqualified "yes" or "no" is too unsubtle a response to such a complex question as whether to boycott. There is a difference between displaying interest in black township libraries and in government libraries.

The ideological stance of those who decide to visit is important; only the extreme political right would claim that libraries, information, and technology are apolitical. A visitor who tours only prestigious libraries and talks only to high-ranking librarians is unlikely to help oppressed South Africans democratize a fiercely unfair society. Similarly, embargo advocates are unlikely to help progressive South African librarians and academics who, struggling to bring about change, value contact with sympathetic outsiders. □

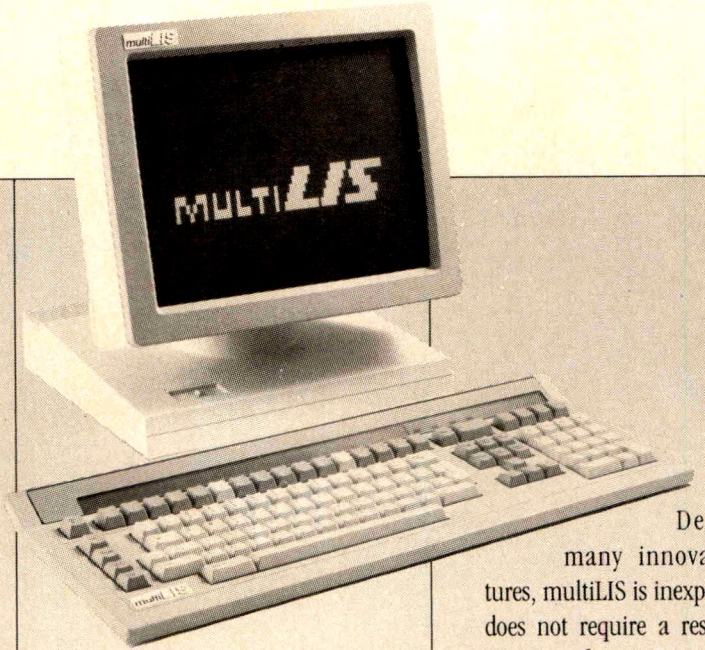
Notes

1. "AAP Board Votes to Reject South Africa Book Boycott." *Publishers Weekly* 233 (Jan. 29, 1988) 312.

2. Zaaiman, R.B., P.J.A. Roux, and J.H. Rykheer. *The Use of Libraries for the Development of South Africa: Final Report on an Investigation for the South African Institute for Librarianship and Information Science* (Pretoria: Centre for Library and Information Service, University of South Africa, 1988).

3. Widenmann, Elizabeth A. "Acquisitions Survey Trip to South Africa and Namibia, May–June, 1986." *Africana Libraries Newsletter* 48 (December 1986) 2–3.

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Mary Jones

A school librarian (and mother) asks:

Can't we love a nonreader?

by Dee Birch Cameron

Scene: Registration desk at the American Library Association Annual Conference.

"I'll bet you love to read!" The eyes beam from behind the bifocals, and the smile warms us as the speaker types my ALA badge and makes conversation with the Laura Ingalls Wilder look-alike who is my daughter.

What more natural opener when you meet a librarian's child? And what more rewarding response than this fourth-grader's wide grin and enthusiastic nod which are, nevertheless, parts of a social lie.

We all dissemble. When someone asks, "How are you today?" we omit the details of our frailty. Like robust health, reading is one of today's indicators of general virtue. Readers are industrious, curious people with whom we identify and of whom we approve. Nonreaders are something else.

It wasn't always so. J.H. Kellogg, M.D. and cereal pioneer, warned in his 1877 *Practical Manual of Health and Temperance* that "too much novel reading, piano thrumming, and day-dreaming are ruining the constitutions of young ladies of the present day." We should, I suppose, count ourselves lucky to be avid readers in a time when our passion yields not only private enlightenment and pleasure but medals, certificates, parties, and general approbation.

I ask my daughter whether it bothers her that, because her mom is a librarian, people she meets often assume she loves to read. She gives me a steely stare. Such things are not to be discussed in public.

She answers, "I say 'yes' just to be polite," firmly closing our conversation.

A sensitive booksigning

New scene: Exhibits hall at the same conference as we wait to have a book signed.

Beverly Cleary, having seen more of life than I, is naturally more sensitive and sen-

Dee Birch Cameron is the librarian at Burnet Elementary School in El Paso, Texas. She is a frequent contributor to library publications.

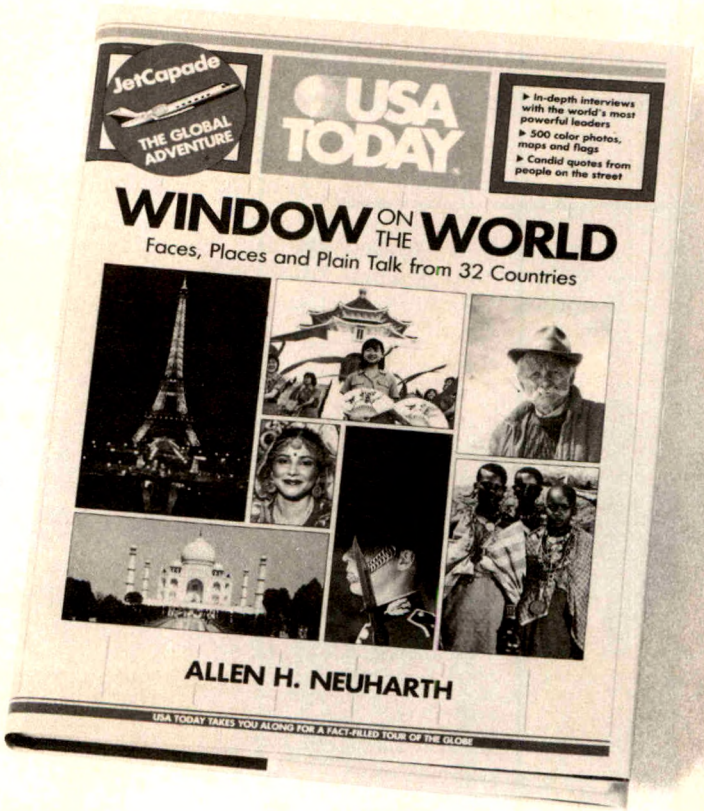
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sible. When my daughter moves to the front of the autograph line, she hands Cleary a copy of *Ramona Forever* along with a scrap of paper on which she has written her name. My husband tries tactfully to elucidate the mystery that is our daughter's cursive signature.

Cleary says, "Hush, Daddy!" and defends the handwriting as quite readable. I hear a sigh of relief in the child's laugh. Here among the literate, Beverly Cleary is not going to blow my daughter's cover as a good person.

"I ask my daughter whether it bothers her that, because her mom is a librarian, people she meets often assume she loves to read. She gives me a steely stare."

And she is a good person. So are plenty of people who love a good story or an exciting piece of information. Some of them read. Others listen to tapes, watch TV, ask questions at the risk of appearing unlearned, and struggle to remember what they hear. Others reach out to catch a flying leaf. They are rewarded by being considered shirkers, taking the second-best path.

They don't deserve this. Put yourself in the place of a school child who reads with difficulty. Imagine having a full-time job for which you are ill-suited, a job society approves, a job you can't get out of for a long time, a job that makes your days trying. If you ever have been, or can imagine being, a patriotic but unhappy conscript, you may get the picture.

Librarians gravitate toward kids whose reading can be measured as smoothly as flowers add petals, bunnies hop along a path, spaceships move from star to star, or cheery worms grow brightly painted segments. But there are people whose progress through a book more nearly resembles that of the dreadful Green Hand in the old children's story. They proceed "inch by inch, fingernail by fingernail," so that enlightenment and pleasure are the last things such students can expect from independent reading. For librarians to embrace these story-lovers and idea-chasers just as warmly may not be quite so natural.

What doesn't come naturally

Still, librarians are called to do more than just what comes naturally. You can hear that calling in the sound of the word itself. "Librarian" sounds more like the adjectives we use to describe belief systems than the nouns we use to stand for jobs. Except for "veterinarian," "grammarian," and "sanitarian," most names for occupations don't end that way. On the other hand, if someone told you that he was not only a librarian but a humanitarian, egalitarian, vegetarian Unitarian, you would know something about his soul as well as how he spends his time and gets his money.

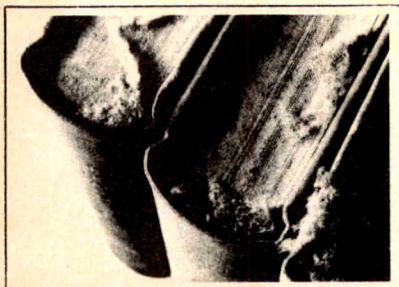
In line with the noble sound of the word "librarian," let me suggest an experiment for the development of souls—ours and other people's:

- When thinking about just who "people like us" are, practice inclusiveness.
- Vow to stop viewing readers as good people because they read.
- If you have ever drawn a mental line between readers and nonreaders, erase it.

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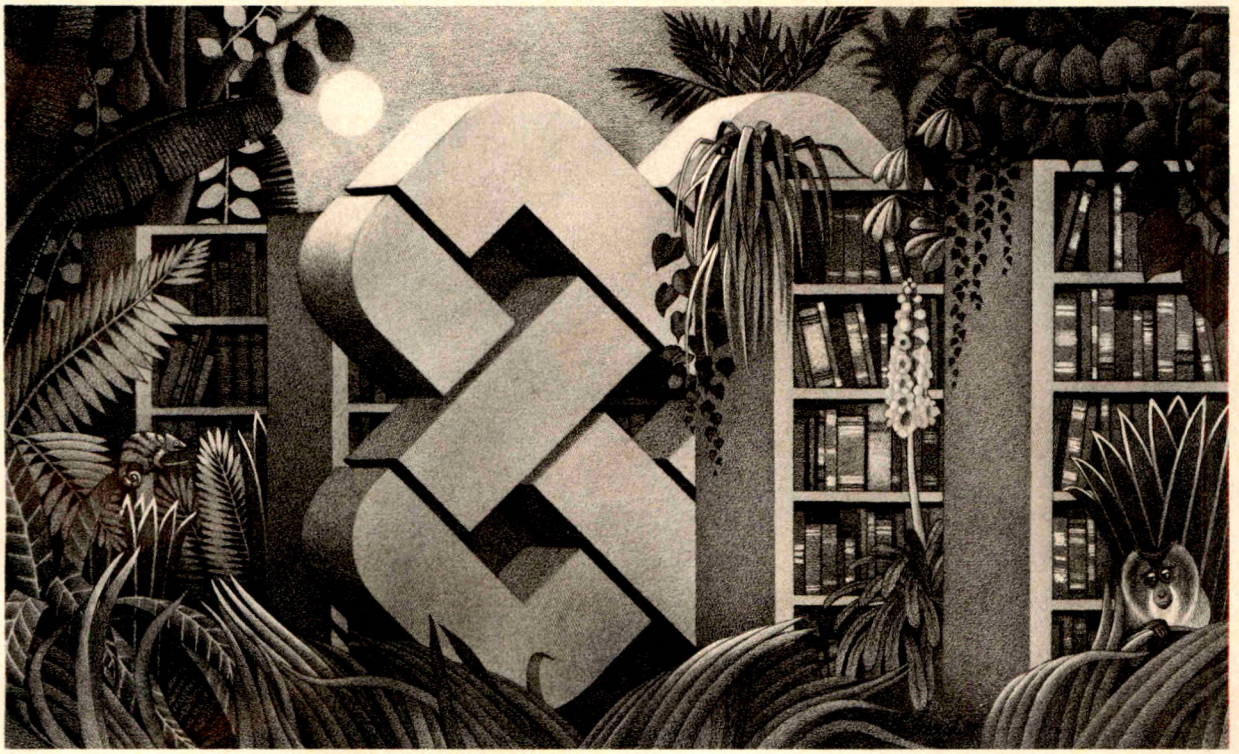
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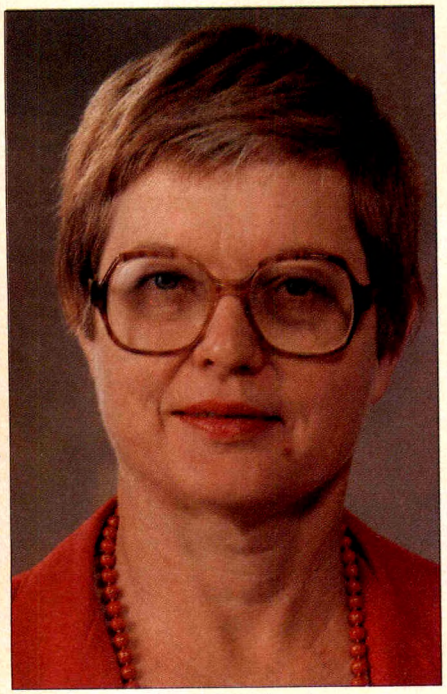
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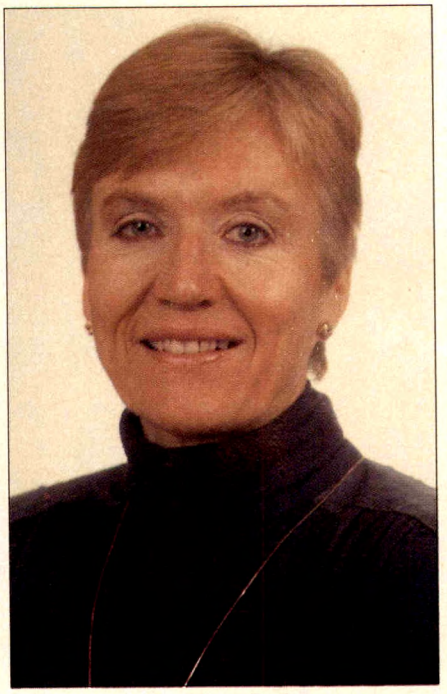
ALA/AL

Nominating Committee report

Hoadley and Rader to run for ALA president-elect



Irene Hoadley



Hannelore Rader

The American Library Association Nominating Committee is pleased to submit a slate of candidates for the 1989 election of officers and Council members in accordance with Bylaws/Article III, Sections 1–5; and Article IV, Section 2(b) and (d); Section 3; Section 5.

It is also appropriate to call attention to Bylaws/Article III, Section 2(b): "At the Midwinter Meeting any member of the Council may present a petition signed by not fewer than 25 councilors proposing additional nominations. Such nominations shall be included on the official ballot."

Bylaws/Article III, Section 3(b) further states, "The ALA Nominating Committee shall also include on the official ballot other nominations filed with the executive director by petition of any 25 members of the association at least four months before the annual conference, provided written consent of these nominees shall have been filed with the executive director of the association."

Nominating committee members are Heidi Lee Hoerman, Samuel F. Morrison, Charlie Lou Rouse, Susan H. Vita, and Chair Alphonse F. Trezza. In accordance with Constitution Article VIII, Section 1, and Bylaw Article III, Section 1(b), two nominations are presented for the office of president-elect. One will be elected. (Titles are given where provided).

Vice-president and president-elect

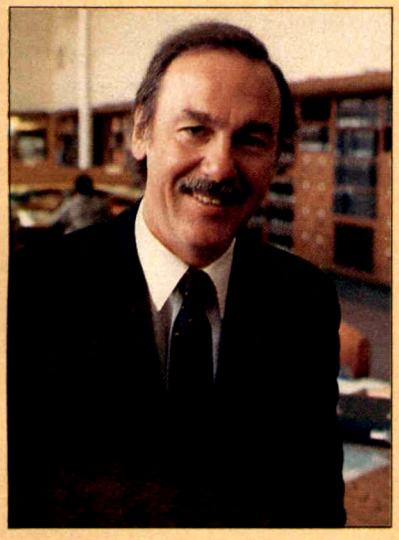
Irene Braden Hoadley, director, Evans Library, Texas A&M University, College Station, TX 77840.

Hannelore B. Rader, director, University Library, Cleveland State University, Cleveland, OH 44115-2403.

Council

In accordance with Bylaw Article III, Section 1(c), 50 nominations are presented, 25 to be elected for the four-year term, 1989–93.

Nominees are: **Thomas E. Alford**, assistant city librarian, Los Angeles Public Library, Calif.; **Henriette Avram**, assistant librarian of processing services, Library of Congress, Washington, D.C.; **John Arthur Axam**, area administrator, Free Library of Philadelphia, Pa.; **Barry B. Baker**, assistant director of technical services, University of Georgia Libraries, Athens; **Elinor L. Barrett**, head of public services, Daniel Boone Regional Library, Columbia, Mo.; **Billy C. Beal**, Meridian Community College Library, Miss.; **Trudi Bellardo**, School of Library & Information Science, Catholic University of America, Washington, D.C.; **Florence Brown**, chief of extension services, Enoch Pratt Free Library, Baltimore, Md.; **David H. Brunell**, executive director, Bibliographic Center for Research, Denver, Colo.; **Hiram Davis**, director of libraries, New Mexico State University, Las Cruces; **Carol K. DiPrete**, director, Roger Williams College Library, Briston, R.I.; **Edith M. Fisher**, associate librarian, University of California/San Diego, LaJolla, Calif.; **Hardy R. Franklin**, director, Martin Luther King Memorial Public Library, Washington, D.C.; **Arthur L. Friedman**, Nassau Community College Library, Garden City, N.Y.; **Martin Gomez**, Jefferson Park Branch Library, Chicago, Ill.; **Salvador Güereña**, University of California Library, Santa Barbara; **Carolyn L. Harris**, head of preservation, Butler Library, Columbia University, New York, N.Y.; **Robert Mayo Hayes**, Graduate School of Library & Information Science, University of California, Los Angles; **David M. Henington**, Houston Public Library, Tex.; **Walter M. High**, Walter Royal Davis Library, University of North Carolina/Chapel Hill; **Monteria Hightower**, Missouri State Library, Jefferson City; **Janet Swan Hill**, head of cataloging, Northwestern University Library, Evanston, Ill.; **Arnold Hirshon**, Virginia Commonwealth University Library, Richmond, Va.; **Joseph H. Howard**, National Agricultural Library, Beltsville, Md.; **Kathleen R. Imhoff**, Broward County Library, Fort Lauderdale, Fla.; **Jane G. Johnson**, head of acquisitions, Georgia Southern College Library, Statesboro, Ga.; **James R. Johnston**, director, Joliet Public Library, Ill.; **Erleen Bishop Killeen**, Rippon Elementary School, Woodbridge, Va.; **Margaret M. Kimmel**, School of Library & Information Science, University of Pittsburgh, Pa.; **Ronald S. Kozlowski**, Cuyahoga County Public Library, Cleveland, Ohio; **Vicki R. Kreimeyer**, deputy state librarian, Olympia, Wash.; **Anthony B. Leisner**, vice-president, Quality Books, Inc., Lake Bluff, Ill.; **Eileen B. Longsworth**, director, Salt Lake County Library System, Utah; **Nancy H. Marshall**, university librarian, Earl Gregg Swenn Library, College of William & Mary, Williamsburg, Va.; **Louis E. Martin**, director, Linda Hall Library, Kansas City, Mo.; **Richard A. Matzek**, Wilmot Library, Nazareth College of Rochester, N.Y.; **Gerard B. McCabe**, director of libraries, Rena M. Carlson Library, Clarion University of Pennsylvania, Clarion; **Walter W. Pennington**, director, Rush Learning Center, Birmingham–Southern College, Ala.; **Susan L. Perry**, head librarian, Meyer Memorial Library, Stanford University, Calif.; **Joan M. Repp**, director of accessions services, Bowling Green State University Library, Ohio; **Gleniece Robinson**, Dallas Public Library, Tex.; **Ted P. Sheldon**, University of Missouri Libraries, Kansas City; **Louise S. Sherby**, University of Missouri Libraries, Kansas City; **Richard J. Sorensen**, Wisconsin Bureau for Library Development, Madison, Wis.; **Charles Townley**, Heindel Library, Pennsylvania State University, Middletown; **M. Claire Knowles**, GSLIS, Simmons College, Boston, Mass.; **Barbara F. Weaver**, state librarian, Trenton, N.J.; **Binnie Tate Wilkin**, Orange County Public Library, Calif.; **James F. Williams II**, University of Colorado Library, Boulder, Colo.; **Peter Young**, chief of copyright cataloging, LC, Washington, D.C.



INTENDING TO RUN as a petition candidate for president-elect is Richard M. Dougherty, professor in the School of Information and Library Studies, University of Michigan, Ann Arbor.

new ala pubs

The following new publications may be obtained from ALA Publishing Services, 50 E. Huron St., Chicago, IL 60611. Approval plan codes (AP:) are listed after the price. For further information, contact Ruth Ann Jones, Marketing Department.

Censorship and Selection: Issues and Answers for Schools, by Henry Reichman. Published in cooperation with the American Association of School Administrators. 150p., $12.95, AP: ABEFGH (0-8389-3350-5).

Improving Written Communication in Libraries, by Jana Bradley and Larry Bradley. Approx. 400p., $26.50, AP: ACEGI (0-8389-0497-1).

Library Assistant's Manual, 3rd ed., by F.J. Chirgwin and Phyllis Oldfield. $18, AP: QRST (0-85157-420-3, ALA order code B420-3). A Clive Bingley book published by Library Association (U.K.) and distributed exclusively in the U.S. by ALA Publishing Services.

Museum of Science and Industry Basic List of Children's Science Books, 1988, by Bernice Richter and Duane Wenzel. 80p., $11.95, (0-8389-0499-8).

The Public Library, 3rd ed., by W.J. Murison. $49, AP: QR (0-85157-430-0, ALA order code B430-0). A Clive Bingley Book published by the Library Association (U.K.); distributed in the U.S. by ALA Publishing.

Topography of Cataloguing, by Mary Piggott. $27.50, 287p., AP: Q (0-85365-758-0, ALA order code L758-0). Published by the Library Association (U.K.) and distributed exclusively in the U.S. by ALA Publishing Services.

Key deadlines for 1989 ALA election:

March 3— Nominating petitions for Council, Division, or Round Table ballots.
March 6— Division & Round Table ballots for in-house printing.
April 8-29— Ballots mailed.
June 9— Last day ballots accepted for tabulation.
June 14— Election Committee certifies and distributes election results.

ala unit offerings

Automation Projects: The Evaluation Stage, edited by Delmus E. Williams, Library Administration and Management Association (LAMA). Proceedings of a 1987 preconference in San Francisco. 150p., $20 to LAMA members, $25 to others, from ALA/LAMA.

Checklist of Library Building Design Considerations, edited by William Sannwald and Robert Smith, Library Administration and Management Association (LAMA). 77p., $14.50 to LAMA members, $18 to others, from ALA/LAMA.

Staff Development: A Practical Guide, Anne Lipow, coordinating editor, Library Administration and Management Association (LAMA). 80 p., $15 to LAMA members, $20 to others, from ALA/LAMA.

NEW!

From the Preservation of Library Materials Section (PLMS) of the Resource and Technical Services Division, American Library Association

Preservation Education Directory, 1988 ed. Compiled by Susan G. Swartzburg, Rutgers University, for the PLMS Education Committee. $5.00 32p. ISBN 0-8389-7225-X

- a list of the accredited library schools offering courses on the preservation of library materials
- an essential reference tool for anyone interested in pursuing formal library preservation training

A Core Collection in Preservation. Compiled by Lisa L. Fox, SOLINET, for the PLMS Education Committee. $5.00 24p. ISBN 0-8389-7224-1

- annotated bibliography covering the entire spectrum of library and archival preservation
- a working resource for administrators, librarians, conservators, and others working to preserve our documentary heritage.

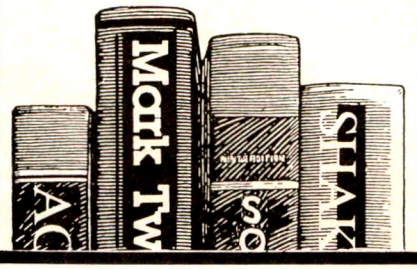
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executive board

Board says "whoa!" to 1990 dues increase

The ALA Executive Board held its fall meeting Nov. 2–3 at Headquarters in Chicago. The following AL report comments on actions and background the editors consider to be of interest to the general membership. Official documents are indicated by EB for Executive Board, plus number, and may be requested from the Executive Office at Headquarters. Board members present were President F. William Summers, President-elect Patricia Wilson Berger, Treasurer Carla A. Stoffle, Immediate Past President Margaret E. Chisholm, Executive Director Thomas J. Galvin, and J. Dennis Day, Margaret L. Crist, Duane F. Johnson, Regina U. Minudri, Robert D. Stueart, Lucille C. Thomas, Patricia Schuman, and Sharon A. Hogan. —*A.P*

IT WAS A VERY GOOD YEAR FOR ALA, which means not a good year for launching a dues increase, in the opinion of the board—even if an increase seems inevitable to support membership services. Thus, looking at a healthy 1988 general fund surplus and some possibly "soft areas" in the 1989 budget, the board turned down a proposed five-year dues increase in steps of $7 per year. ALA dues would have been $110 by 1994. (A survey showed average dues of comparable associations to be about $186/yr.)

The dues-increase recommendation came from the influential Committee on Program Evaluation and Support (COPES), chaired by Dan Bradbury, which argued that ALA needed more dues revenues to meet its Business Plan objectives and program goals and priorities, while handling inflation and rising fixed costs. The board's Finance and Audit Committee (F&A), however, prevailed in its view that more evidence was needed to show that other revenues couldn't do the job. The board agreed to let F&A survey the role of dues as a revenue source, then provide a discussion piece in spring. Meanwhile, if Council follows the board's recommendation, Membership will be able to vote in the spring ballot on a bylaw holding dues to the 1989 level.

Just how bright were ALA finances in FY88? Budgeters had predicted a surplus of about $171,000 on revenues of $19,169,000. Instead, according to preliminary figures, ALA came in with a $982,000 positive balance on revenues of $21,687,000. Key performances included dues from a record membership, healthy six-figure nets in Publishing and Graphics, successful conferences, and $100,000 from the life-membership drive.

Several divisions also had good fiscal years. PLA, helped by its April national conference, increased its fund balance by some $309,000.

On the down side of ALA finances were the continuing "plant fund" (roughly defined, the building-purchase/real estate obligations—a $600,000 negative; bad debts (money long owed to ALA) of some $300,000; and the first bite, $160,000, of federal "unrelated business income tax" levied on not-for-profits in such areas as advertising net revenues.

But in an overall healthy framework, the board approved COPES' recommended FY1989 budget ceilings, which, totaling $23,435,898, allow for a vast range of ambitious programs and timely payment of obligations, but no growth in permanent staff at Headquarters and no easy formula for equitable distribution of revenues. Approved budget ceilings, based on anticipated revenues, are: general fund, $14,462,283; divisions, $6,897,219; round tables, $290,465; plant fund, $ 420,000; grant funds, $1,333,530; and endowment (revenues), $31,601. (EB 39)

The 50% solution

COPES also dealt with a Council resolution (Council Document 79, 87–88) advising that 50% of ALA expenditures be on "program activities" within five years. Although no definition of "program activities" came with the resolution (see editorial, page 1028), and although the Planning Committee calculated that 78% of ALA's expenditures already support program goals and priorities, the board took action based on this COPES' interpretation: "that the 1988 Membership Resolution [which formed the basis of CD 79] referred to the figure in the Treasurer's Report showing a decrease in the proportion of ALA funds for committees, offices, divisions and round tables from 1984 to 1987."

The board directed management (ALA executive staff) to respond by preparing a preliminary plan and impact statement to achieve the goal of 50% for programs by 1994 in the revised Business Plan. (EB 39)

Swift and stylish

Aided by a fairly uncomplicated agenda and the groundwork accomplished in board subcommittee meetings, President Summers steered the board through its business like a riverboat pilot, with an occasional Twainish quip and five-dollar word ("disaccommodated") to lighten the two days of document shuffling. When the board confirmed Orlando, Fla., as the 1996 conference site (EB 20.1), the Florida-based president said he could safely go home. And after a progress report on a new four-nation governing agreement for the Anglo American Cataloguing Rules (EB 22), he observed, "If you think AACR2 is complicated, it's nothing compared to the interlocking relationships of its production."

One might add that even these complicated relationships are nothing compared to the relationships between ALA and its divisions, a perennial board discussion topic. In its report to the board this meeting, the Directions and Program Review Subcommittee noted that the current review of the ALA/divisional operating agreement "is moving more slowly than anticipated in 1987. Although the [subcommittee] is pleased with the progress that has been made on this important matter since the 1988 Annual Conference, it seems likely that the new operating agreement will not be ready for Council until the 1989 Annual Conference."

So as not to leave hanging the fate of one smaller division—the Association of Specialized and Cooperative Library Agencies—the Board authorized the division to continue functioning under a shared secretariat and extend its operations, if it so chooses, until the new operating agreement is approved by Council.

Among the knotty issues of the new five-year operating agreement are: How are the smaller divisions to be supported? With subsidies? And in general, who pays the indirect costs in support of divisions? At present, the general fund does so, from the same pot that must support program offices.

On the FBI front

Library press attending the board meeting (representing *AL, SLJ/LJ,* and *WLB*) hoped for hot copy from the agenda item, "Status Report: FBI Library Awareness Program"; but Office for Intellectual Freedom Director Judith Krug reported that little of note had developed recently. A Nov. 2 letter to U.S. Rep. Don Edwards from Intellectual Freedom Committee Chair James Schmidt (EB 7.6) was shared with the Board ; in it, Schmidt said, "I am greatly disheartened that the FBI has reiterated its intentions to make requests for confidential information on library patrons (identified by the FBI, solely in its discretion, as hostile agents or their co-optees). This intent demonstrates that the Bureau still does not understand, or has chosen to ignore, that however important its duties may be, they are subordinate to the First Amendment rights of patrons lawfully using a library, and to state confidentiality laws." Schmidt thanked Edwards for his support and for his proposed FBI First Amendment protection bill, which the committee will study.

Krug told the Board, "I expect we will have very few visits for a while, then it will be business as usual."

Information literacy zealot

On the upbeat side, Pat Breivik reported enthusiastically on the ALA Presidential Committee on Information Literacy, which she chairs. (EB 14) Set up in 1987 with a budget of $13,430, it has sought to define information literacy within the higher literacy and its importance to student performance, lifelong learning, and active citizenship. With library-community leadership, it hopes to form a broadbased coalition to support activities based on the committee's January report.

"This has been the most exciting experience of my career," said Breivik, who has become a zealous campaigner for library representation in an information literacy network of national organizations. Her committee members include Gordon Ambach, director of the Council of Chief State School Officers, and other national education leaders. Breivik asked and received the Board's blessings to carry on her work.

Among other good news reported to the board was a grant program that ALA will offer with $23,125 in funds from a recent Carol Rice Seamons bequest. (EB 16) Grants of $2,500 to $5,000 will be given to four to eight rural libraries to support creative programs enhancing the literacy level of the rural poor. Watch for announcements or contact the ALA Office for Library Outreach Services, administering the project.

While giving grants, ALA hopes to get a few, too. The board approved submission of a proposal to the Carnegie Corporation asking $607,000 for a project "Improving Access to High Quality Children's and Young Adult Video through Libraries." The proposal, requested by Carnegie, would extend ALA's successful Carnegie project for adult services to youth service programs. If approved, the project will be administered by the Communications Dept. in cooperation with the Association for Library Service to Children and Young Adult Services Division.

No muzzles

In one of the few open-session discussions to stir the press table, the board questioned a proposed fact sheet prepared by the Communications Dept. to aid ALA members in dealing with the media.

The board had asked the Communications Dept. to consider "a policy...on the release of information [by members] to the press." Communications Director Peggy Barber told the board (EB 35) that existing policies 58.1 and 58.2 seemed sufficient; but that a "fact sheet" for distribution might be useful. However, the fact sheet's eight tips included the suggestion, "Be clear about who you are representing—yourself, your library, or the American Library Association." Some board members felt uncomfortable with any admonition that might be construed as "muzzling" members from speaking their minds. A motion to refer to the Administrative Committee failed, and the tipsheet, more or less, went back to the drawing board.

Actions in brief:

The following items, in addition to those cited above, summarize the major business of the board during its fall meeting. (For affiliations of individuals, see the ALA Membership Directory.)

The board:

- Named Elizabeth Futas chair of the 1990 Election Nominating Committee.
- Confirmed Amy Kellman as ALA representative on the U.S. Board on Books for Young People. (EB 8)
- Confirmed its endorsement of White House Conference Library Advisory Committee nominees Richard Akeroyd, Barbara Cooper, Anne Heidbreder Eastman, Hans Fischer, Dianne McAfee Hopkins, Richard Rademacher, Joan Ress Reeves, Lucille C. Thomas, and Amanda Williams. (EB 10.1)
- Endorsed a COPES recommendation to include in the membership renewal mailing a subscription-promotion form for program-office publications. (EB 39)
- Approved a transfer of the 1988 general fund positive balance (projected as $120,794 before final audit) to the plant fund to reduce the plant fund deficit. The general fund balance will then be zero. (EB 39)
- Noted that a consultant will be hired at up to $7,000 for a campaign to raise endowment funds.
- Approved the management schedule for review of external relationships (e.g., legal counsel, travel agent, bank). (EB 12)
- Heard the final Accountability Report on the Office for Library Personnel Resources, commending the extraordinary efforts of the small staff in the face of ever-increasing demands, noting that the staff had to spread itself too thin, and recommending various actions for relieving the overload and concentrating on selected areas. (EB 32)
- Heard reports on a delegation of librarians from the People's Republic of China at ALA on Oct. 18, and on possible cooperative activities discussed there (EB 23); and on the Fourth U.S.-Japan Conference on Libraries and Information Science, Oct. 3-6, in Racine, Wisc. (EB 25, and see news section, this issue).
- Encouraged staff to explore the possibilities of a joint "Hemisphere Conference for the Americas" among national library associations.
- Okayed a grant application to the National Endowment for the Humanities for a $46,097 "Seeds of Change" project, developing a traveling exhibition for 50 urban libraries based on the Smithsonian's planned Columbus Quincentenary exhibition. (EB 34)
- Authorized a joint meeting between endowment trustees and the Finance & Audit Subcommittee in spring to develop an endowment policy and evaluate historical investment results. (EB 40).
- Heard from Bricker & Associates information consultants, chosen for a $22,000 assignment to help develop a long-range information processing plan at ALA. (EB 29)
- Heard Washington Office Director Eileen Cooke's report on recent activity and issues. (See this month's news section.) Speaking of how ALA's Washington force managed to keep libraries out of inappropriate video privacy legislation, she observed, ironically, that "much of our activity is to get libraries *out* of legislative text, and the result doesn't even show!" —*Art Plotnik*

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ALA and you

Committee to review accreditation standards

The Committee on Accreditation, responsible for accrediting MLS programs, has formed a subcommittee to review *Standards for Accreditation, 1972*. Appointed by Herman L. Totten, COA chair, the body will assess the *Standards*' "relevancy appropriateness, adequacy, and utility" in contemporary library education.

The subcommittee met Nov. 11–13 and will report to COA at the 1989 Annual Conference in Dallas.

During the Midwinter Meeting, COA will solicit input from the profession at a meeting Jan. 8 at 8 p.m. Those unable to attend are encouraged to send written comments to the Committee on Accreditation, 50 E. Huron St., Chicago, IL 60611.

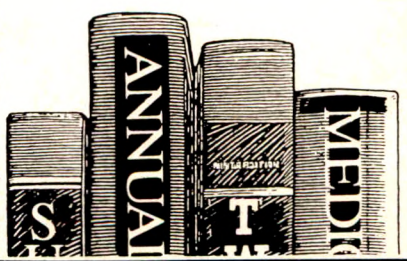
Members of the Subcommittee are: Suzanne O. Frankie, Oakland University; Francis X. Blouin, University of Michigan; Sandra S. Coleman, Harvard Law Library; Marianne Cooper, Queens College/CUNY; Linda Crowe, Peninsula Library System, Belmont, Calif.; Beth Miller, University of Western Ontario; Emily Mobley, Purdue University; Jane B. Robbins, University of Wisconsin/Madison; Fred W. Roper, University of South Carolina; Michelle M. Thompson, University of Illinois/Urbana; Herbert White, Indiana University; and Herman L. Totten, North Texas State University.

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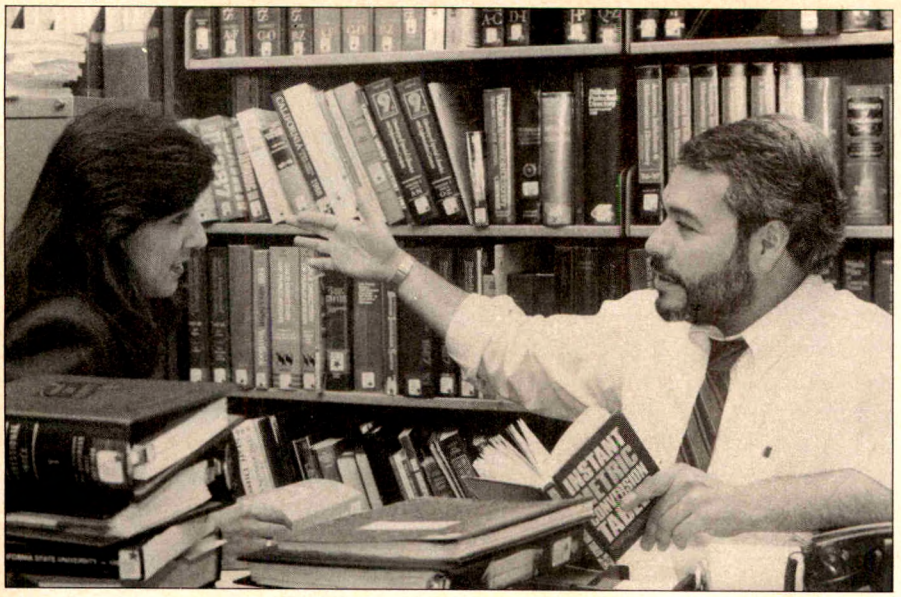


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Eugene Estrada, a senior librarian at the Los Angeles Public Library, offers professional career guidance to Lillian Hernandez, a student at the UCLA Graduate School of Library and Information Science (GSLIS). Estrada and Hernandez are participants in the REFORMA/UCLA Mentor Program, cited as a model recruitment program in REFORMA's recent planning report. (See story below.) Developed by Susan Luevano in 1986, the Mentor Program pairs promising young Latinos with successful Latino librarians who encourage them to prepare for library careers. The number of mentor/student pairs has grown steadily since the program's inception. "There are about 10 to 12 active mentor/mentee pairs at any given time," according to Teresa Jacobsen, a GSLIS graduate advisor. "Successful minority recruitment depends on one-on-one contact," says Jacobsen. Four new mentees were recruited at the program's most recent workshop. The placement rate for GSLIS graduates is 95–100% within six months of graduation.

Report spells out objectives for REFORMA

The recruitment of bilingual/bicultural librarians "is the most pressing concern" facing the National Association to Promote Library Services to the Spanish Speaking (Spanish acronym: REFORMA), according to a report prepared by REFORMA's Task Force on Long Range Planning.

The report, a model of its kind, is based on a membership survey and on a discussion among 100 conferees at the 1987 ALA Annual Conference in San Francisco. In connection with the recruitment effort, the report suggests a stronger advocacy role and higher national visibility as primary goals for the organization. The plan also recommends revision of the membership structure and better communication among members.

REFORMA is an affiliate with over 500 members nationwide. The survey suggests that members want a larger role in advocating library services through lobbying, fundraising, promotional campaigns, and interaction with ALA and state library associations for greater visibility within the library community.

The task force report points to a recent REFORMA/University of California, Los Angeles (UCLA) Mentor Program as "the best example of the types of projects that need ongoing support." Developed by Susan Luevano, in cooperation with UCLA, the program is a one-on-one support group for prospective librarians. (See photo caption.) The report advises that a standing committee on recruitment be formed and that REFORMA "must challenge schools that resist the development of relevant curriculums for all library students."

The report also emphasizes an expanded consulting role for REFORMA, suggesting the association could help compensate for the shortage of Latino professionals by providing standards and expertise in the development of collections for Hispanic constituencies.

The Task Force on Long Range Planning, established by REFORMA President Elena Tscherny in 1986, set out to reexamine the organization's objectives and guide REFORMA in promoting library services to Spanish-speaking people. Luis Herrera chaired the task force. For a copy of the 13-page report, write to current REFORMA President Ingrid Betancourt, Hispanic services coordinator, Newark Public Library, 5 Washington St., Newark, NJ 07101. —*LK*

NEH funds traveling exhibit on French Revolution

The National Endowment for the Humanities (NEH) has awarded ALA $374,839 to develop a traveling exhibition on "Printing and the French Revolution," based on materials in the New York Public Library. The grant will also fund a companion reading and discussion program relating freedom of the press during the French Revolution to the role of print media in a contemporary democracy.

The exhibition and program will tour 28 libraries over a 10-month period beginning in March 1989 to coincide with the bicentennial of the French Revolution. Project director is Peggy Barber, ALA associate executive director for communications. Susan Saidenberg of NYPL will fabricate the exhibit.

ALA selects 25 libraries for "Voices and Visions" program

ALA has chosen 25 libraries to participate in "Voices & Visions," the viewing and discussion project on modern American poets, based on the PBS television series. Teams from the libraries attended a training seminar Oct. 30–Nov. 1 in San Diego. Each team is made up of a scholar, a state library representative, and a local library representative.

Libraries were selected on the basis of geographical cross-representation, specific community needs, special audiences, and urban and rural locations. Participating libraries are: Tucson (Ariz.) PL; Southeast Arkansas Regional Library, Monticello, Ark.; Newport Beach (Calif.) PL; Wallington (Conn.) PL; Venice (Calif.) Area PL; Lincoln Library, Springfield, Ill.; Lake County PL, Merrillville, Ind.; Carnegie-Stout PL, Dubuque, Iowa; Kansas Regional Library for the Blind and Physically Handicapped, Emporia, Kans.; Woodford County Library, Versailles, Ky.; Rapides Parish Library, Alexandria, La.; Montgomery County Library, Rockville, Md.; Detroit (Mich.) PL; Hennepin County Library, Minnetonka, Minn.; Noxubee County Library, Macon, Miss.; Richards Free Library, Newport, N.H.; South Country Library, Bellport, N.Y.; Durham County Library, Durham, N.C.; Multnomah County Library, Portland, Oreg.; Allentown (Pa.) PL; The Logan (Utah) Library; Brownell Library, Essex Junction, Vt.; Rappahannock County Library, Washington, Va.; Kingswood (W. Va.) PL; L.E. Phillips Memorial PL, Eau Claire, Wis.

Melton leaves HQ Library for Indiana/Purdue post

Emily Melton, librarian at ALA Headquarters Library since 1986, became associate librarian for public services at Indiana University-Purdue University/Indianapolis Nov. 14.



At ALA, Melton has served as assistant to the Council secretariat and as staff liaison to the Library History Round Table (LHRT) and to the ALA/Society of

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American Archivists Joint Committee. She compiled the *ALA Publications Checklist* and the "ALA Report" for the *ALA Yearbook* for the last three years. In October, she began editing *AL*'s "Action Exchange." She will continue preparing the column free-lance.

Melton joined the ALA staff in 1984 as assistant Headquarters librarian and ALANET assistant system manager. Her previous experience included the Bank of Wheaton and the University of Illinois/Chicago libraries. Her MLS is from Indiana University/Bloomington.

Rob Carlson heads ALA's technology publishing

Rob Carlson has been promoted to manager of Information Technology Publishing (ITP), a unit of ALA Publishing Services.

Carlson joined the ALA staff in 1986 as deputy ALANET system manager in the newly created ITP. During his tenure, ALANET has grown some 30% to more than 800 subscriber institutions with over 2,100 users. Recently it received a contract to support interlibrary loan services to 100 libraries in Kansas.



Before coming to ALA, Carlson served as micro program liaison officer for the AMIGOS Bibliographic Council in Dallas, providing microcomputer training and support to the network's 300 member libraries. He was also director of the Learning Resources Center at Laredo State University in Laredo, Tex.



Attorney Levinson is new OIF assistant director

Anne E. Levinson, a 1985 graduate of Northwestern University School of Law in Chicago, has left private law practice to join the ALA staff as assistant director of the Office for Intellectual Freedom (OIF). Levinson,

Join the Celebration in Cincinnati

It seems like only yesterday that a group of librarians founded the College Library Section of the American Library Association. But that was back in 1889 and it's just about time to celebrate the first century of academic librarianship.

The second century of academic librarianship begins in Cincinnati on April 5, 1989.

For conference information contact:

Fifth National Conference
Association of College and Research Libraries
50 East Huron Street
Chicago, IL 60611
(312) 944-6780, ext. 291

The celebration begins at the ACRL Fifth National Conference, April 5-8, 1989 in Cincinnati, Ohio. The program features major speakers from higher education, technology and publishing. The best in library research will be presented by over 50 contributed paper authors. Panel presentations, small group discussions, poster sessions, exhibits and preconferences round out the conference.

There will be plenty of opportunities to meet old friends and new. Meet distinguished past ACRL presidents and executive directors at a luncheon in their honor. And help blow out the one hundred candles on the cake at the all-conference reception!

BUILDING ON THE FIRST CENTURY

who also holds a B.A. in philosophy/English from Pomona College in Claremont, Calif., has had three years of litigation practice, often on large commercial cases. Of her appointment, she says, "I'm excited and proud to join library professionals in protecting and defending freedom of expression and access to information."

A graduate of the Player's Workshop of the Second City, Levinson is a student of improvisation at the Second City Training Center and appears regularly in performance with the ImprovOlympic in Chicago. She has written, produced, and directed student revues. She also sings country and rock and has appeared as a soprano soloist with the Pomona College Choir.

"We're delighted that Anne is here," says OIF Director Judith Krug. "She will be a tremendous help in coping with the rapidly expanding work of OIF."

Want to write for ALA?

How to Publish in ALA Periodicals is a nine-page guide to 46 magazines and newsletters that consider unsolicited material for publication. Each entry includes the editor's name and address, the publication's ALA connection, and a description of the kinds of materials that are considered. Edited by Germaine Wellington, the pamphlet is free with a self-addressed business envelope stamped with 45 cents postage. Mail requests to: *How to Publish in ALA Periodicals*, ALA Publishing Services Order Dept., 50 E. Huron St., Chicago, IL 60611.

Bill Ott named *Booklist* editor-in-chief

Bill Ott is the new editor-in-chief of *Booklist*, ALA's reviewing journal for school and public libraries. Ott came to ALA in 1980 as the journal's adult books editor, a position he held for eight years before being promoted to managing editor in June of this year.

Under Ott's direction, the yearly output of the adult books section has grown from 2,500 to more than 4,000 reviews. Ott was also responsible for developing *Booklist*'s "Upfront" section, a vehicle for timely reviews of high-demand items. In recent months, he has concentrated on planning and implementing an automated editorial and production system.

Ott has published reviews and essays in the *New York Times Book Review*, *Chicago Tribune*, and *San Francisco Review of Books*, as well as in other ALA publications. He writes the popular "Quick Bibs" column for *American Libraries*. A member of the National Book Critics Circle, Ott holds an MLS and an MA in English from the University of Washington/Seattle.

Edgar S. McLarin, associate executive director for publishing at ALA, says, "I am very pleased that Bill Ott has accepted this position. His combined library and literary background, along with the innovative work he has performed at *Booklist*, make him ideal to carry on *Booklist*'s tradition of quality."

ALA sexuality video featured

"The Facts of Love in the Library," produced by ALA Video, was one of 25 features selected by the Planned Parenthood Screen Guild for inclusion in its October film festival in St. Louis. The 20-minute videotape focuses on the librarian's role and responsibility in providing information about sex to young adult library users.

Available in VHS, Beta, or 3/4" U-Matic, "The Facts" is $145 from ALA Video. For more information or a catalog of ALA Video offerings, contact Donna Kitta, manager.

LAMA presents new institute on financial management

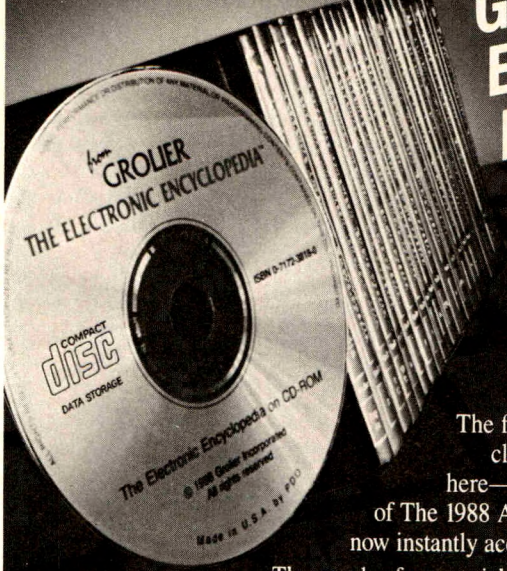
The Library Administrative and Management Association (LAMA) will inaugurate a regional institute called "The Bottom Line in Financial Management" December 8-9 at the Birmingham (Ala.) Public Library.

Aimed at librarians, library trustees, and friends of libraries, the institute offers a prac-

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tical grounding in basic financial management processes.

Betty J. Turock, associate professor, Rutgers University School of Communication, Information, and Library Studies, and Patricia Glass Schuman, president of Neal-Schuman Publishers and former ALA treasurer, will conduct the program.

Registration fee is $40 for Alabama residents and $180 for participants from other states. Contact LAMA at 800-545-2433.

Special committee launches campaign to build endowment

A special presidential committee met in Chicago Sept. 12 to map out a plan for building on the current $2.2 million ALA endowment fund.

The Executive Board voted in July to transfer $750,000 from operating funds to the endowment to repay the loan for the ALA Headquarters Huron Plaza building. The board also ruled that endowment interest can be used to support program activities, not operating costs. The endowment committee plans to concentrate on the enrichment of programs such as personnel resources, the Washington Office, and intellectual freedom.

Patricia Glass Schuman, immediate past treasurer, is chairing the committee. Other members are: Kathleen Heim, Beverly Lynch, Eric Moon, Frederick Ruffner, and Pat Woodrum.

Midwinter late notices

• The Reference Tools Advisory Committee of the Reference and Adult Services Division (RASD) will hold a meeting called "Lies, Damned Lies, and Statistics: An Informal Publisher-Librarian Forum on Statistical Reference Sources" on Sunday, Jan. 8, 8:30–10:30a.m., during the Midwinter Meeting in Washington, D.C. The committee invites interested members and publishers to discuss the cost, use, and publication of statistical tools. Contact RASD for more information.

• *Cognotes*, the official conference newsletter, will be issued five times during the Midwinter Meeting, providing notice of program changes, upcoming events, exhibitor news, and summaries of meetings. The newsletter will be available in many locations, including the official literature table, entrances to the exhibits, and the ALA office area. Editor Joan L. Dobson encourages contributions, to be delivered to the *Cognotes* table in the office area.

• Library services to persons who are or have been mentally ill, but who are not institutionalized, will be the focus of a group being formed by Linda Lucas, College of Library and Information Science, University of South Carolina. Lucas also invites librarians and future librarians with disabilities to participate in the development of a support and guidance network. Planning sessions for both purposes are being organized for the ALA Annual Conference in Dallas in 1989. Contact Linda Lucas, College of Library and Information Science, University of South Carolina, Columbia, SC 29208 (803-777-3858).

ALA HQ staffing announcements

• Tim McCann became assistant controller in accounting on Sept. 12. McCann comes to ALA after 10 years with Central States Health Welfare and Pension Fund, a nonprofit organization for which he worked on financial reporting, cash receipts and disbursements, and implementation of new accounting systems. He is a certified public accountant with a BA from DePaul University in Chicago.

• ALA Video, managed by Donna Kitta, has been moved laterally from Publishing to the Communications Department. The administrative reorganization will centralize activity and facilitate the sharing of support staff, but will not mean any immediate space relocation or changes in procedures. ALA Video will continue to work closely with ALA Publishing.

• Maribeth Haney has been appointed manager of ALA Headquarters Office Services, where she has worked for the last three years. She replaces Judy Crowley, who resigned in August after eight years with ALA.



Paddington wants pals for reading adventures!

A plush 11-inch Paddington doll with "Please read to this bear" on his blue sweatshirt is one of the items available in ALA's new Adventures with Paddington Reading Club. A complete Adventures with Paddington Kit, including a program guide, four posters, 200 bookmarks, 100 booklogs, 100 certificates, and 100 stickers, is $30. The Paddington doll is $12. Purchased separately, the program guide is $4; posters are $2 each; bookmarks, certificates, or booklogs are 100 for $6; and stickers are 100 for $4. An "Adventurous Reader" rubber stamp for booklogs and reading reports can be purchased for $6. Order from ALA Graphics, PIO, ALA, or send for the free full-color catalog of all promotional offerings.

National Council approves AASL competency guidelines

The Specialty Area Studies Board of the National Council for the Accreditation of Teacher Education (NCATE) approved "Curriculum Guidelines for the Preparation of School Library Media Specialists" at its annual meeting in Washington, D.C., Sept. 25. The guidelines were prepared by the American Association of School Librarians (AASL) and include competencies that should be demonstrated by entry-level school library media specialists.

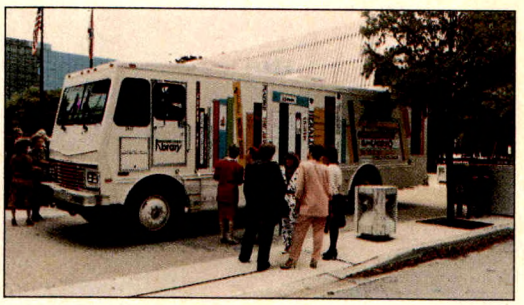
Schools applying for initial NCATE accreditation or reaccreditation will use the guidelines for programs that offer initial preparation of school library media specialists, and ALA/AASL anticipates the first curriculum reviews will be submitted in May 1990. The guidelines are being readied for publication, and a complete set, including competencies and instructions for completing the folio may be obtained from AASL for $10 after January 1.

The NCATE guidelines were prepared by the ALA/NCATE Guidelines Task Force, chaired by Marilyn Miller. □

bulletin board

A CHECKLIST OF RECENT ANNOUNCEMENTS







Chicago mayor breaks library ground; new Broward County (Fla.) bookmobile; Online Hotline News goes CD.

Cheers!

☐ Chicago Mayor Eugene Sawyer broke ground for the **Harold Washington Library Center** at Oct. 13 ceremonies attended by some 500 librarians, city officials, and citizens. Construction of the neoclassical building, whose design was chosen in an international design-build competition (*AL*, July/Aug. p. 565–566), began a week after the groundbreaking.

☐ **Broward County (Fla.) Library** bookmobile debuted on Sept. 8. Noted artist and sculptor Dale Eldred donated the design for the colorful graphic that adorns the sides and back of the new unit. Broward Public Library Foundation picked up the tab for transferring the design onto the bookmobile.

☐ **Capitol Region Library Council** of greater Hartford (Conn.) has completed its three-year fundraising drive. The $422,000 raised will purchase a new computer system.

☐ **Wayne State University** recently joined 62 members of the Association of Research Libraries and the Online Computer Library Center (OCLC) taking part in the Research Libraries Advisory Committee's reciprocal faculty borrowing program.

☐ **Baltimore County Public Library** and **Carroll County Public Library** have upgraded their CLSI LIBS 100 computer system to support a record annual circulation of 12.5 million. Serving a population of 850,000, the libraries have 600,000 registered patrons, an unusually high ratio.

☐ **University Microfilms International** celebrates 50 years of microphotography and on-demand publishing in 1988. To mark the occasion, founder Eugene Powers presented a $25,000 scholarship endowment to the University of Michigan's School of Information and Library Studies.

☐ A $3 million expansion of **Bloomfield Township (Mich.) Public Library,** completed in October, doubles the library's public service area and adds a community meeting room.

☐ **The Latter Branch** of the **New Orleans Public Library** celebrated its 40th anniversary in October. The stately mansion, which graced the cover of *AL* in June 1981, was donated to the library system in 1948 by Mr. & Mrs. Harry Latter as a memorial to their son Milton H. Latter, who died in World War II.

☐ Residents consider **Allen County (Ind.) Public Library** the best service organization in the county, according to a survey of 1,241 households, conducted by Indiana University–Purdue University/Fort Wayne School of Public and Environmental Affairs. Respondents ranked the library ahead of police and ambulance service, parks and recreation, and public utilities.

☐ **Pickaway County (Ohio) Public Library** Director James Casey reports a 53% increase in the library's circulation over the last three years.

☐ **Anne Arundel County Library (Md.)** system passed 4 million in circulation in 1988, an all-time high and an increase of 8.4%.

☐ **Baraboo (Wis.) Public Library** observed its 85th anniversary this year, while Director Jo Zipsie marked her 31st year as head librarian.

Apply for

☐ **By Jan. 15:** National Endowment for the Humanities, $750 grants to American scholars for research travel, June 1–Nov. 30, 1989, to libraries, archives, museums, and other repositories throughout the world. Information and applications from: Travel to Collections Program, Division of Fellowships and Seminars, Room 316, National Endowment for the Humanities, 1100 Pennsylvania Avenue, N.W., Washington, DC 20506, 202-786-0463.

☐ **By Jan. 31:** American Antiquarian Society research fellowships in several categories. Grant period June 1, 1989–May 31, 1990. Detailed brochure and applications from John B. Hench, associate director for research and publication, American Antiquarian Society, 185 Salisbury St., Worcester, MA 01609, 508-752-5813.

☐ **By May 1:** Ezra Jack Keats Memorial Fellowship for travel to the Kerlan Collection at the University of Minnesota; $1,500 stipend. Contact Ezra Jack Keats Memorial Fellowship Committee, Kerlan Collection, 109 Walter Library, 117 Pleasant St., N.E., University of Minnesota, Minneapolis, MN 55455, 612-624-4576.

Product potpourri

☐ Information Intelligence recently presented Arizona State University Libraries with the first production copy of the **Online Hotline News Service** on CD-ROM with five databases holding 6,000 full-text articles covering the online and library automation fields, 1980–88. It also lists names addresses and telephone numbers of all major online vendors worldwide. Write: P.O. Box 31098, Phoenix, AZ 85046, 602-996-2283.

☐ Varitronic Systems introduces **Poster-Printer.** The copier turns a normal-sized original into a poster up to 23″ x 33″ in 70 seconds. Write: 300 Interchange Tower, 600 S. County Road 18, Minneapolis, MN 55426, 612-542-1531.

☐ Unisys announces the **microCASTS PC/PALS library management system,** designed for small to medium-sized libraries. PC/PALS is an integrated system said to perform any function without switching databases. Write Unisys at P.O. Box 500, Blue Bell, PA 19424-0001.

Contracts & agreements

☐ **Ringgold Management Systems**—With the Rockford (Ill.) Public Library, the Douglas County (Ore.) Library System, the Kanawha County (W. Va.) Public Library, and the Western New England College (Springfield, Mass.) Library, to install Nonesuch Acquisitions Systems; with Warner Pacific College (Portland, Ore.) Library and the University of the West Indies, Barbados, to install Nonesuch Circulation Systems. ☐ Florida Atlantic University in Boca Raton has become an associate member of the **Center for Research Libraries** in Chicago. ☐ **DYNIX**—With Multnomah County (Ore.) Public Library for installation of a $2.5 million integrated automation system. ☐ **Advanced Libraries & Information**—With the William Jasper Kerr Library at Oregon State University for installation of the ALOHA integrated library system. ☐ **Transaction Publishers**—With the National Information Standards Organization to publish NISO Standards. ☐ **NOTIS Systems**—With Indiana University Libraries for the 100th installation of its library automation software package.

the source

SELECTED RESOURCES FOR CURRENT AWARENESS

The Source, highlighting useful items in major areas of library/information activity, is written by Tom Wall, head of the Chicago Public Library's Professional Library. Send materials for Mr. Wall to department editor Gordon Flagg, American Libraries, 50 E. Huron St., Chicago, IL 60611.

young people



Jiminy Cricket is no fool. Jiminy Cricket is once again providing valuable safety advice for children in three updated films from Disney Educational Productions. The films—*I'm No Fool on a Bicycle, I'm No Fool With Electricity,* and *I'm No Fool as a Pedestrian*—use live action and animation to offer youngsters such important advice as how to cross the street, why they shouldn't play with electrical outlets, and why such precautions as reflectors are necessary for safe bicycling. For information on renting or purchasing these and other educational films write Disney Educational Productions, 500 S. Buena Vista St., Burbank, CA 91521 or call 800-621-2131.

Reading alone. *Books for Children to Read Alone* is a selection tool for both parents and librarians concerned with youngsters from pre-kindergarten through third grade. Authors George Wilson and Joyce Moss identify and annotate over 350 titles designed to get children interested in reading on their own.

Chapters are arranged according to reading ability, using both grade level and the Sprache Reading Formula (readability scale) as a guide. The volume includes nonfiction and fiction titles, all child-tested, and each chapter is prefaced by a list of which books are considered easy, average, and challenging. Book annotations for each chapter are then organized by main entry. The 184-page volume is $32.95 from R.R. Bowker, 245 W. 17th St., New York, NY 10011 (0-8352-2346-9, 88-10430).

Spooky stories. *When the Lights Go Out* is a collection of 20 scary tales that are ideal for storytelling as well as for kids reading aloud. Author Margaret Read MacDonald gathers the stories from diverse world cultures ranging from Spain and Russia to Native American and Inuit folk traditions.

A number of classics are featured in the collection, including "Wicked John and the Devil," "Old Ben," and "The Wee Little Tyke." Each entry is written in ethnopoetic form, with background information provided for each tale. The illustrated, 176-page volume also contains useful information on the selection and telling of tales. $28 U.S. and Canada, $32 elsewhere, from H.W. Wilson Co., 950 University Ave., Bronx, NY 10452 (0-8242-0770-X, 88-14197).

Service to youths in the info age. The eight essays selected by editor Linda Waddle for the Summer 1988 issue of *Library Trends* examine the changes affecting young adults in the information age, and how library services will have to adapt to these changes.

Among the topics addressed are the reading and information needs of youths, library services for Hispanic young adults, and information-access, networking, and literacy issues. An underlying concern shared by the contributors is the need for young adult librarians to identify and overcome barriers to information, both internal and external, so that youth services are not eclipsed by future developments.

Single copies are $15 plus $1 shipping from University of Illinois Press, Journals Department, 54 E. Gregory Dr., Champaign, IL 61820 (ISSN 0024-2594).

Facing death in kids' literature. *Death and Dying in Children's and Young People's Literature* examines a variety of books dealing with this difficult theme. Author Marian S. Pyles decided to undertake the project while teaching children's literature and discovering how often the subject occurs.

The volume serves as both a survey and bibliographical source for the literature. Individual chapters address folklore, the death of a pet, the death of a friend, the death of a relative, and one's own death, and discuss reactions to death from youths and adults alike. The 192-page work also includes a bibliography. $20.95 plus $2 shipping from McFarland & Co., POB 611, Jefferson, NC 28640 (0-89950-335-7, 87-46386).

Art appreciation for kids. *Introducing Children to the Arts* gives teachers and librarians practical information and ideas for getting children of all ages interested in a variety of art forms. Author Lea Burroughs has designed the guide for nonspecialists so that they, too, can appreciate the arts while pro-



Shalom Sesame is a new series of five half-hour videos introducing children to Israeli culture through the familiar Sesame Street Muppets and guest stars Bonnie Franklin (of TV's *One Day at a Time*) and violinist Itzhak Perlman (shown befriending Kippy Ben Kipod, a Hebrew-speaking porcupine). The characters travel to such locations as a street cafe in Tel Aviv, the Shuk (Arab market) in Jerusalem, and a kibbutz. Viewers also learn a variety of Hebrew letters, words, and songs, including a Hebrew version of the Sesame Street favorite "Rubber Ducky." The tapes are $24.45 each or $100 for all five from The American Friends of Rechov Sumsum, One Lincoln Plaza, New York, NY 10023.

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moting that enthusiasm in children.

Individual chapters are devoted to architecture, art, music, dance, poetry, story, and theater. Each chapter includes a bibliography, sample workshop ideas, and tips on the use of other media (including filmographies and discographies). A short bibliography for adults, arranged by art form, completes the volume. 306 p., $35 from G.K. Hall, 70 Lincoln St., Boston, MA 02111-2685 (0-8161-8818-1, 88-14770).

bibliography

The non-nuclear family. *Families in Transition* is an annotated bibliography of sources that concern nontraditional family structures. Close to 1,000 entries covering a wide range of family types are provided by author Judith DeBoard Sadler.

The guide begins with general works on such areas as communal living, military families, and unmarried couples, and then moves to subject-specific chapters. Topics addressed include stepfamilies, single parents, divorce and remarriage, adoption and foster care, child support and custody, and homosexual relationships. Specialized chapters list works for children and youths, and audiovisual sources. Late additions, not annotated, are also indicated.

The 251-page volume also contains a list of associations and organizations, and is indexed by subject, author, and title. $30 from Shoe String Press, 925 Sherman Ave., Hamden, CT 06514 (0-208-02180-9, 87-37347).

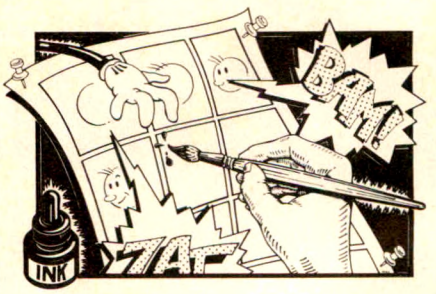
The economics of farming. *The American Farm Crisis* contains information about and sources on the way economic conditions and governmental policy have influenced farming in the U.S.

Authors Harold D. Guither and Harold G. Halcrow provide an analytic introduction and annotate related books, articles, and other publications for each of the eight chapters. Topics examined include the American farm in transition, scientific and technological developments in farming, farm management, agricultural marketing, governmental programs, the rural community, future issues, and educational programs for the future.

The 164-page paperback, part of Pierian Press's "Resources on Contemporary Issues" series, also contains a chronology of contemporary farm policy, a glossary of agricultural and food policy terms, and author and title indexes. $40 plus shipping from Pierian Press, POB 1808, Ann Arbor, MI 48016 (0-87650-240-0, 87-32846).

Autobiographical works by Mexicans are the focus of *Mexican Autobiography/La Autobiografía Mexicana,* a bibliography compiled by Richard Donovon Woods of 332 memoirs, letters, diaries, and autobiographies proper.

Each citation contains as much information as is available in such areas as bibliographical data, genre, author's dates, translations into English, dates covered by the narrative, and an annotation. Indexes are provided for author's name, author's profession or outstanding characteristic, title in Spanish, title in English, subject, author dates, and chronological period. 264 p., $39.95 from Greenwood Press, 88 Post Road West, POB 5007, Westport, CT 06881 (0-313-25945-3, 88-3129).



Comics compilation. Over 1,000 publications about comics—including reprint collections, critical and reference works, histories, and journals devoted to the field—are described in *Comic Books and Strips: An Information Sourcebook*. Compiler Randall W. Scott also suggests a core library collection of the 100 most important titles and lists 43 libraries with special collections of comic books, strips, and original art. Includes author, title, and subject indexes. 160 p., paper, $30 from Oryx Press, 2214 N. Central, Phoenix, AZ 85004-1483 (0-89774-389-X, 88-22377).

The literary impact of the archetype. *Jungian Literary Criticism, 1920–1980* contains over 900 critical annotations of English-language works on the famous psychologist. Author Jos van Meurs includes monographs, dissertations, and articles in his survey of secondary literature from 1920 through 1980 (with selected post-1980 sources included).

The volume begins with an explanation of scope and methodology, followed by a review essay noting the major developments and achievements in Jungian criticism. The annotations, comprising the bulk of the book, are arranged by main entry, with some of the most significant sources given extensive critical treatment. Dissertations are not generally annotated, however. The 355-page volume, indexed by subject and author, is $32.50 from Scarecrow Press, POB 4167, Metuchen, NJ 08840 (0-8108-2160-5, 88-18276).

Dune and beyond. *Dune Master: A Frank Herbert Bibliography* is a comprehensive listing of all the science-fiction author's works published through early 1987.

Compiler Daniel J.H. Levack organizes the materials by publication type, and includes Herbert's fiction and nonfiction publications, foreign-language translations, and newspaper articles. Annotations are provided for many entries by Mark Willard.

The 176-page volume also contains a de-

scription of the Herbert manuscript collection at the University of California/Fullerton, checklists for the various publication types, and a section of cover illustrations. $45 from Meckler Corp., 11 Ferry Lane West, Westport, CT 06880 (0-88736-099-8, 87-25034).

librarian's library

How good is your library? This is what librarians can hope to determine by using *If You Want to Evaluate Your Library*.... Author F. W. Lancaster addresses all types of libraries and provides practical guidance for evaluating the major aspects of library service.

The book examines a variety of central areas, including document delivery and availability, reference services, the collection, resource sharing, in-house use, and cost-effectiveness considerations. Each section also contains study questions. A bibliography completes the 220-page volume, which is $34.50 plus $2.50 handling from the University of Illinois, GSLIS, Publications Office, 249 Armory Bldg., 505 E. Armory St., Champaign, IL 61820 (0-87845-078-5, 88-091099).



Honors from Japan. The contributions to Japanese librarianship made by six American librarians are noted in *Japan Honors America*. The honorees, who have all been awarded medals by the Japanese government, include former Librarian of Congress Daniel J. Boorstin, shown above with Japanese Ambassador to the U.S. Nobuo Matsunaga and Mrs. Matsunaga. The 52-page paperback, written by Theodore F. Welch, includes a Japanese translation of the text. Copies are available at no charge, while supplies last, by writing OCLC Public Relations, MC 204, 6565 Frantz Rd., Dublin, OH 43017 or phoning 614-764-1645 (1-55653-058-7).

Statistics on public libraries. The Public Library Data Service of ALA's Public Library Association has compiled comparative figures on public libraries of all sizes from around the U.S. *Statistical Report '88* replaces similar reports previously compiled by the Urban Libraries Council and the Allen County Public Library.

The statistics provide information on many important aspects of public libraries that directors and administrators will find particularly useful. Individual libraries are listed by population group in sections devoted to financial information (local, state, and federal income, director's salary, etc.), resources and community measures (staff, holdings, registrations), annual use figures (circulation, reference transactions), and output measures and library roles. Summary charts and graphs accompany each section.

The 95-page paperback, expected to be an annual publication from PLA, is $30, $27 to ALA members, and $24 to PLA members from ALA Publishing Services, 50 E. Huron St., Chicago, IL 60611 (0-8389-7234-9).

Problem patrons. *On the Frontlines* is a much-needed guide for handling the emotionally disturbed and homeless library user. Authors Charles A. and Jeffrey L. Salter provide a well-rounded account of this difficult issue by presenting legal, psychological, and historical perspectives.

The emphasis in the volume is practical, as case studies make up a large part of its contents. Each of the 24 examples of problem patrons provides discussion questions, the outcome of the situation, an analysis, and tips with further references. Following each case study are guidelines for coping with the problem depicted. The guidelines give tips on training staff, preparing for problems, and how to confront a problem patron. The guide also includes a section giving basic information on non-library support agencies. 170 p., $19.50 U.S., $23.50 elsewhere, from Libraries Unlimited, POB 3988, Englewood, CO 80155-3988 (0-87287-658-6, 88-8805).

Librarians and the ethical dimension. *The Ethical Challenges of Librarianship* takes a hard look at many of the sensitive ethical issues surrounding the field. The manner in which librarians address the underlying questions raised by author Robert Hauptman will no doubt influence the direction of the profession for years to come.

A variety of provocative questions have come to the forefront since the "information explosion," and many perennial issues have simply taken new form. Hauptman discusses—from both a practical and a philosophical viewpoint—issues of both types, including censorship, access services, ubiquitous computers, and professing professionalism. Each section also contains a case study with questions for further study. A bibliography completes the paperbound volume. 110 p., paper, $32.50 from Oryx Press, 2214 North Central, Phoenix, AZ 85004-1483 (0-89774-271-0, 88-1628).

Tight budgets and steep prices. The essays in *Acquisitions, Budgets, and Materials Costs* address a basic concern for librarians: materials expenses are increasing faster than library budgets. Editor Sul H. Lee has gathered strategies for confronting this serious prob-

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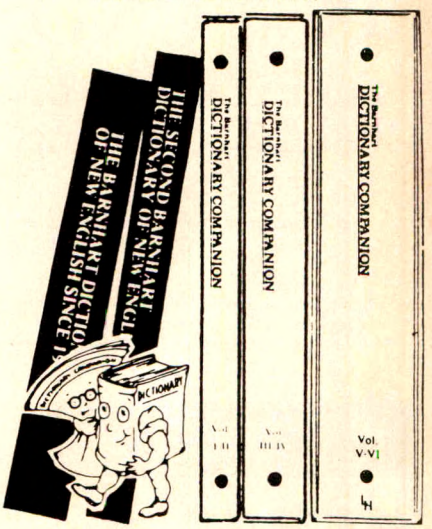
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lem currently facing acquisitions departments everywhere.

The seven articles, edited by Sul H. Lee, examine timely alternatives for collection development. Much of the discussion centers around approval plans, including their evaluation, management, and the publisher-based option. The authors also cover new technologies and the impact of rising costs on decision making. A topical bibliography on the problem rounds out the volume.

The 165-page book, also published as supplement no. 2 to the *Journal of Library Administration,* is $29.95 from Haworth Press, 12 W. 32nd St., New York, NY 10001-3813 (0-86656-690-2, 87-29867).

Festschrift for UCLA dean. The 10 essays in *Leadership for Research Libraries* serve as a tribute to the model of library leadership exhibited by Dean Robert M. Hayes of the UCLA Graduate School of Library and Information Science throughout his career. Appropriately, the entries in the volume, edited by Anne Woodsworth and Barbara von Wahlde, focus on the challenges for leadership in the coming decades.

Among the key issues addressed by such library leaders as Beverly Lynch, Sheila Creth, and Anne Woodsworth are library organization, training leaders, the roles of library and information science education in developing leaders, and career development. A chronological list of Hayes' contributions to library literature is also included in the 271-page volume. The editors and the nine contributors are all past participants in the Senior Fellows leadership program founded by Hayes and supported by the Council on Library Resources. $25 from Scarecrow Press, POB 4167, Metuchen, NJ 08840 (0-8108-2129-X, 88-6634).

Views from the top. *Libraries in the '90s: What the Leaders Expect* provides candid comments from 25 of the most influential people in the profession on a wide array of library issues. The participants were selected by Donald E. Riggs and interviewed by co-author Gordon A. Sabine.

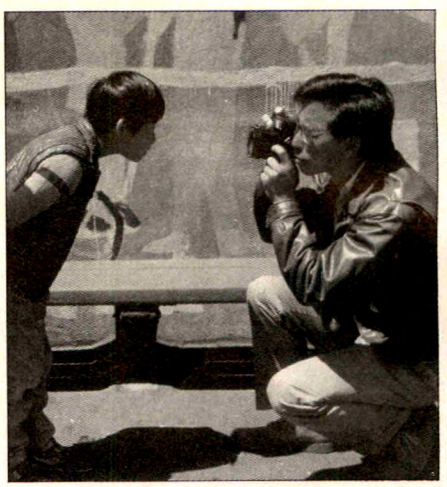
The leaders represent a variety of library types and are balanced between practitioners and academics. Among the better-known names represented are F. William Summers, Pat Berger, Richard De Gennaro, Margaret Chisholm, Robert Wedgeworth, and Kathleen Heim. In a panel-type format moving from subject to subject, each participant is given the opportunity to discuss many aspects of the profession that are likely to remain important through the next decade and beyond. Individual interviews are conducted with Major Owens, William Welsh, and Frederick Kilgour. Among the relevant topics examined are automation, library education, censorship, leadership, commercial competition, and libraries in society.

The 224-page paperback is $24.95 from Oryx Press, 2214 North Central, Phoenix, AZ 85004-1483 (0-89774-532-9, 88-20521).

new serials

The East for the West. *Rice* is a new general periodical for Asian-Americans that covers a wide range of Pacific Rim affairs and also addresses the events and issues of the American community.

The monthly magazine features articles and color photos and illustrations dealing with families, entertainment, culture, politics, and business. Recent cover stories have looked at Hollywood's portrayal of Asians, U.S. Senator Daniel Inouye, and Asians in Silicon Valley. Departmental sections include travel, arts and entertainment, editorial columns, and cuisine. Yearly subscriptions are $22, 2 years $40, and 3 years $54, from *Rice* Magazine, POB 25729, Los Angeles, CA 90025 (ISSN 0899-7357).



Chinese-American photographer Reagan Louie is the subject of a profile in* Rice *magazine.

Herbs make a difference. *The Joy of Herbs* is a magazine designed especially for the herb enthusiast. The quarterly publication contains information that gardeners, cooks, biologists, and others with a yen for herbs will find useful and interesting.

The topics covered in *Herbs* include garden design, cultivating, harvesting, and cooking with herbs. Book reviews, a question-and-answer section, and discussion of decorative aspects of herbs are also found in the colorful periodical. The annual subscription price is $16. Contact Brook Publishing Co., POB 7617, Birmingham, AL 35253-0617.

Educational issues for Hispanics are examined in *La Red/The Net: The Hispanic Journal of Education, Commentary, and Reviews.* The new publication includes articles and book reviews on general topics affecting the education of Hispanics, with special attention being given to issues in higher education.

Subscribers to *La Net* will also receive a "hotline" with job listings. The quarterly journal is $49 per year to institutions, $39 to individuals, and $24 to students from Floricanto Press, 16161 Ventura Blvd., Suite 830, Encanto, CA 91436-3905.

Small business newsletter. *Hot Tips* provides practical guidance and information to those interested in, or current owners of, small businesses. The new publication from the American Institute of Small Business serves as a business advisory update.

The scope of the bimonthly newsletter includes such ubiquitous issues as marketing, advertising, taxes, accounting, and personnel relations. Proven formulas for success, often from larger companies, and quick factual material are also found in its pages. $49 per year from *Hot Tips Newsletter,* AISB, 7515 Wayzata Blvd., Minneapolis, MN 55426, or call 800-328-2906 (ISSN 0898-7521).

Current environmental problems are the focus of *Buzzworm: The Environmental Journal.* The colorful publication examines problems and concerns of conservationists everywhere by providing thoughtful articles and debate on ecological issues. The premier issue featured articles on Texas's exotic game ranches, baby harp seal savior Brian Davies, embryo transfers to save endangered species, and the comeback of the American crocodile.

The editors also offer a "Connections" section containing information for those who wish to become involved in environmental activities. In an effort to remain objective, the editors have chosen not to affiliate with any environmental organizations. The quarterly journal is $12 annually from *Buzzworm,* POB 6140, Boulder, CO 80306 (ISSN 0898-2996).



***"Seal savior" Brian Davies, the person responsible for ending the commercial hunting of baby harp seals. From the premier issue of* Buzzworm.**

literacy

The International Reading Association has recently issued two paperbound books which address issues directly related to reading and literacy.

• *Readability: Its Past, Present, and Future* is a collection of seven essays examining how the language of a text influences the capability of its reader to understand it—that is, what factors bear on the "readability" of the information. Among the topics addressed by volume editors Beverly L. Zakaluk and S. Jay Samuels are the criteria, history, and trends of readability.

Contributors to the 156-page volume cover many of the significant developments in the history of readability. The first application of readability measures is examined, for example, along with discussions on text organization and methods for assessing difficulty levels (in both English and other languages). Moreover, the book includes case studies that provide insight into non-formula approaches to assigning grade levels. *Readability* is priced at $9.50 prepaid ($6.25 to IRA members) (0-87207-795-0, 87-30549).

• *Changing School Reading Programs: Principles and Case Studies* is a guide for changing and then establishing new frameworks for school reading curriculums. Editors S. Jay Samuels and P. David Pearson identify three basic obstacles for such change: inertia, fear, and tradition. Ten essays then discuss ways of overcoming these barriers.

The essays in the first section of the 238-page volume are more general and address some of the underlying principles of school reading programs. The second section offers case studies giving examples where change has been implemented and describing the hows and whys of such change. $13.50 prepaid ($9 to IRA members) (0-87207-790-X).

Order from the International Reading Association, 800 Barksdale Rd., POB 8139, Newark, DE 19714-8139.

Teen literacy programs. *Adolescent Literacy: What Works and Why* discusses a variety of methods and models that have proved effective in promoting reading among young adults. Authors Judith Davidson and David Koppenhaver base their information on the findings of the Project on Adolescent Literacy (PAL) study of adolescent literacy sites around the U.S. over the past few years.

A discussion on the problem of adolescent illiteracy opens the volume, followed by an explanation of the methodology used in the study. Practical descriptions are provided for a number of specific literacy programs, including STAR, HILT, and the Kenosha model, and after-school and summer programs are examined. Policy implications of literacy programs are also considered, along with special findings of the study.

The 275-page volume, which contains an annotated resource list, is $39 from Garland Publishing, 136 Madison Ave., New York, NY 10016 (0-8240-1938-5, 88-5936).

The joy of reading. Many California librarians, educators, and notable library users have offered their impressions in *On Reading—In the Year of the Reader.* Compiled by California State Librarian Gary E. Strong in conjunction with the California State Library Foundation, the collection offers personal sentiments touching on the pleasures and rewards of reading. Among the contributors are Ronald Reagan, Irving Stone, Ray Bradbury, and more than a dozen prominent California librarians.

The topics discussed range from reading in a democracy and creativity to the enjoyment of reading and literacy. The 122-page paperbound book is $15.75 plus $2 handling from the CSLS, POB 942837, Sacramento, CA 94237-0001.

Starting a literacy program. *The Public Library and Literacy: A Community Based Approach* contains useful information for public libraries interested in promoting literacy in their communities. Written by Thomas Szady, the publication is an "Occasional Paper" from the Ohio State Library.

The free 12-page pamphlet will be used as a guide for Ohio libraries participating in Project Keystone, the state's effort to develop county-wide coalitions for literacy. The impetus for the project comes from a recently awarded $25,000 LSCA IV grant to the Ohio State Library.

Those interested in the paper or Project Keystone should contact Linda L. Pritchard, Public Relations Officer, State Library of Ohio, 65 S. Front St., Columbus, OH 43266.

education

Losing ground. *Library School Closings: Four Case Studies* examines the circumstances surrounding the demise of four programs. Author Marion Paris uses actual examples (confidentiality is maintained, however) from two private and two public universities to explore the reasons and influences that led to these library school closings.

The results of the study are not always as expected. Budgetary concerns, for example, were not the overriding reason given; and ALA accreditation is not as important as many would like to believe. One major factor cited was "pedagogical turf" wars. The volume contains a lot of interesting analysis, and library science educators and administrators are likely to find the information very useful.

The 176-page study is based on a dissertation that was awarded first place in a competition sponsored by the Association for Library and Information Science Education Association. $20 from Scarecrow Press, POB 4167, Metuchen, NJ 08840 (0-8108-2130-3).

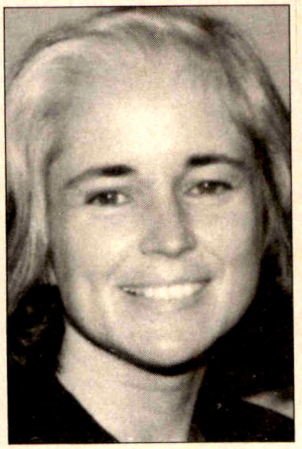
Recruiting students. Northern Illinois University has issued a brochure aimed at attracting part-time students to its Department of Library and Information Studies. By recognizing the importance of meeting the needs of part-time students, NIU has seen its enrollment increase 65% over the past five years.

The brochure includes a brief history of the school and program, lists positions held by recent graduates, provides information on part-time study at off-campus locations, and gives brief professional data on the faculty. The NIU effort to interest part-time students has proved effective, and may be applicable to other programs. For information contact the Department of Library and Information Studies, NIU, DeKalb, IL 60115-2854. □

currents



Alice Cook Dalligan



Kathleen V. Purcell



Clara Sitter

Mark Blanchard is now support and training specialist in OCLC's Electronic Publishing and Information Delivery Division. ☐ **Alyce J. Bowers** now directs Atlantic County (N.J.) Library. ☐ At Monterey County (Calif.) Free Library **Reggie Bradford** has become reference librarian. ☐ **Katherine Branch** has been appointed head, Science Libraries, at Yale University, New Haven, Conn. ☐ **Pamela Brandel** is now extension services librarian for Winding Rivers Library System, La Crosse, Wis. ☐ At Villanova (Pa.) University library **Dereck Brassington** now serves as business subject specialist. ☐ **Veronica Carter** has become the first project manager of AMIGOS's Computer Services Department. ☐ Oct. 1 **Belinda Chiang** became head of technical services at Harvard University's Business School Library. ☐ **Roberta Chodacki** is now librarian/music specialist for the Music Library branch of East Carolina University's Joyner Library, Greenville, N.C. ☐ **Lisa Cochenet** now directs Rhinelander (Wis.) District Library. ☐ **Ellen Cunningham** recently became preservation officer for the University of Texas at Austin General Libraries. ☐ **Alice Cook Dalligan** has retired as chief of Detroit (Mich.) Public Library's Burton Historical Collection, a post she held for 15 years. ☐ At Downey (Calif.) City Library **Maria Dixson** now serves as public relations librarian in development services. ☐ The 1988–89 president-elect of the Canadian Health Libraries Association is **Donna Dryden**. ☐ **Ann K. Ellis** recently became technical services librarian at Auburn (Maine) Public Library. ☐ **Barbara Fischer** has joined the Virginia State Library staff as consultant for children's and youth services. ☐ **Eugene Fleisher** is now head of access services at Villanova (Pa.) University's Falvey Memorial Library. ☐ **Nancy Flott** now directs Cottey College Library, Nevada, Mo. ☐ At the University of Texas at Austin General Libraries **Penelope Frere** has become assistant for public services for the Benson Latin American Collection. ☐ **Sharon Giovenale** is now director of the University of Connecticut's Pharmacy Library and Learning Center, Storrs. ☐ **John Harer** has been appointed head of the Circulation Department at Texas A&M University library, College Station. ☐ At the Suburban Audio-Visual Service, based in La Grange Park, Ill., **Patti Hemenway** now serves as blind and physically handicapped consultant to four public library systems in the Greater Chicago area. ☐ **Edward G. Holley,** professor and former dean of the University of North Carolina at Chapel Hill library school, has become chair of UNC's Press Board of Governors. Winner of ALA's Melvil Dewey Medal and Joseph W. Lippincott Award, Holley was 1974–75 president of ALA. ☐ **Gary A. Hudson** recently became acquisitions librarian at Mankato (Minn.) State University Library. ☐ In December **D. Christine Hunt** becomes networking consultant for the Ohio Valley Area Library, Wellston. ☐ At Bement Public Library, St. Johns, Mich., **Mary J. Hutchins** now serves as director. ☐ Oct. 3 **Vickey Jacobson** became reference librarian for Grosse Pointe (Mich.) Public Library. ☐ **Sarah Hager Johnston** is now technical librarian for cataloging and automation at Massachusetts Municipal Wholesale Electric Company Library, Ludlow. ☐ The new head of technical services for Williams College Library, Williamstown, Mass., is **Mary Elizabeth Jones**. ☐ **Corene Jones-Litteer** has been named librarian for the Ocean Park branch of Timberland Regional Library, Olympia, Wash. ☐ **Bonnie Juergens** recently became associate director of library and information services for AMIGOS. ☐ **Sue Kaler** is now reference services librarian/assistant director of Wheelock College Library, Boston, Mass. ☐ **Laura Kleiman** recently began serving as catalog librarian at Haverford (Pa.) College Library. ☐ **Michael Lynch** is now systems librarian/systems manager for Bucknell University library, Lewisburg, Pa. ☐ **Jo Ellen McClamroch** has been appointed assistant librarian in the University of Delaware (Newark) Library's Reference Department. ☐ **Daviess Menefee** has become market and product analyst for

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OCLC's Electronic Publishing and Information Delivery Division. ☐ **Marlyn Miller** is now audiovisual librarian for Downey (Calif.) City Library. ☐ At the University of Minnesota/Twin Cities, **Sandra Moline** has been appointed mathematics librarian. ☐ The new deputy director of San Diego (Calif.) Public Library's Central Library is **Helga S. Moore.** ☐ Oct. 17 **Barbara Moran** became automation project manager for Harvard University's Business School Library. ☐ **Judy Mucci** recently became head of the Division of Reference and Information for Orange County (Calif.) Library System. ☐ **Randl Ockey** has joined the Sno-Isle Regional Library System, Marysville, Wash., as personnel manager. ☐ **Taras Ortynsky** has become head of technical services at Villanova (Pa.) University's Falvey Memorial Library. ☐ **Laura Osegueda** now heads the Chemistry Library at the University of California at Berkeley. ☐ **Marcia Parsons** is the new head of the University of Texas at Austin's Fine Arts Library. ☐ The new director of libraries at the University of South Dakota, Vermillion, is **Robert Paustian.** ☐ Oct. 1 **Charles Perdue** became Kansas City (Kans.) Public Library director. ☐ **Earl Phillips** is now director of educational services/library media coordinator for Las Cruces (N. Mex.) Public Schools. ☐ Sept. 1 **William H. Pichette** became chair of Sam Houston State University's Department of Library Science, Huntsville, Tex. ☐ **Roberta Pitts** recently became head of personnel operations for Texas A&M University library, College Station. ☐ **Kathleen V. Purcell** has been named the first chief of human resources for Anne Arundel County (Md.) Public Library. ☐ **Geetha Rao** has become assistant librarian in the University of Delaware (Newark) Library's Reference Department. ☐ The new music librarian at Brooklyn (N.Y.) College Library is **Honora Raphael.** ☐ **Gregg M. Richardson** is now reference librarian/bibliographer at the St. Paul Campus Central Library of the University of Minnesota/Twin Cities. ☐ **Linda Richer** is the new library director for the Cleveland (Ohio) Institute of Music. ☐ At Charleston County (S.C.) Library **Steve Roehling** now heads the Main Library's Reference Department. ☐ **Pamela Scales** has become a librarian in the McFarlin Library of the University of Tulsa (Okla.). ☐ **Kathy Schultz** is now children's librarian for Hastings (Nebr.) Public Library. ☐ **Kim Sether** has become online database search coordinator and reference librarian for the University of South Dakota's I. D. Weeks Library, Vermillion. ☐ **Clara Sitter** now serves as curriculum librarian at the University of Alaska/Anchorage Library. ☐ Oct. 24 **Rebecca Smith** became business reference librarian at Harvard University's Business School Library. ☐ **Howard Spivak** now directs library systems for Brooklyn (N.Y.) College. ☐ **Victoria Steele** has begun serving as head of special collections at the University of Southern California Library, Los Angeles. ☐ **Jody Stefansson** recently became senior librarian in charge of development services for Downey (Calif.) City Library. ☐ The new art and music librarian at Los Angeles (Calif.) Public Library's Central Library is **Tom Stough.** ☐ At East Tennessee State University, Johnson City, **Norma M. Thomas** has become assistant director for archives and special collections and chief archivist of the university's Archives of Appalachia. ☐ **Dot Thompson** now serves as user education coordinator for Bucknell University library, Lewisburg, Pa. ☐ At Stanford (Calif.) University's Lane Medical Library **Angela Wesling** is now head of information services. ☐ The new preservation librarian for SUNY/Albany Libraries is **Sara R. Williams.** ☐ **Stephen D. Wood** now directs Cleveland Heights-University Heights (Ohio) Public Library. ☐ Nov. 1 **Lillian R. Wunsch** became supervisor of technical services for Omaha (Nebr.) Public Library. ☐ **Peter R. Young,** formerly chief of the Cataloging Division in LC's Copyright Office, has become director of academic information services for Faxon Co. ☐

Deaths

Marilyn Brunton, 60, youth services coordinator and reference librarian for Lake Agassiz Regional Library, Moorhead, Minn., since 1975, died Sept. 17. ☐ **James Chandler,** 71, 1988 winner of ALA's Francis Joseph Campbell Award, died Sept. 5. Founding president of Voice Indexing for the Blind, Chandler retired in 1972 as assistant director of libraries for the University of Maryland/College Park. ☐ **Frank J. Dempsey,** who retired in April as executive librarian of Arlington Heights (Ill.) Memorial Library, died Sept. 11. A past president of the Illinois Library Association, Dempsey saw Arlington Heights' circulation increase by 84% during his tenure. ☐ **Russell Schunk,** 87, who retired as assistant director of Orlando (Fla.) Public Library, died recently. Schunk also served as director of Toledo (Ohio) Public Library (now Toledo-Lucas County Public Library) for eight years. ☐ **William P. Timlake,** 55, former Research Libraries Group president, died Sept. 21. ☐

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editor's endnotes

Stalking the elusive PROGRAM

by Art Plotnik

RATHER SWIFTLY, BY ACTION OF MEMBERSHIP, INaction of Council, and follow-up by Executive Board, ALA has decided to plough half its expenditures into something called "program." Now all we need for perfect equilibrium is to agree on what the hell we're talking about.

The Membership and Board actions were well intentioned. In our not-for-profit world, the gut definition of "program" amounts to "good works"—yo, the stuff that helps *people,* not bureaucrats!

Sometimes the difference is clear: If an agency to feed the homeless budgets 5% for chow and 95% for administration, that ain't good program. But what if it budgets 80 percent for food and the food rots in a warehouse? Why? Because nobody paid for planning, research, communications, publicity, liaison, legal advice, insurance, facilities, distribution, accounting, and all the myriad support services—"operating costs"—that make it possible to do a little good in a big world.

In the community of educational and social services, no one has decreed the politically correct budget split between support services and end results. The variables and intermixing of elements are too staggering. But 50-50 has a nice ring to it, and so ALA Membership voted yes at Annual Conference last summer on a resolution from Diane Kadanoff, with an amendment from Elizabeth Futas:

That COPES, Executive Board, Council and ALA Management take the necessary steps to insure that 50% of ALA expenditures be on program activities; and that this goal be reached within five years.

Before passing the resolution on to Council, Membership heard good debate. "A meat axe approach," said Herb White. Some sought a definition of "program": Did it include posters, PR programs, publications such as *AACR2, Booklist* reviews, *AL* news? Conference exhibits? No, came the argument: it included nothing from ALA's revenue-producing units, which have the cashflow to bankroll lavish, non-program activities and operating costs, while do-good "program" units struggle along on budget crumbs.

Council bypassed the resolution, and it fell to the Board to respond. At its October meeting, the Board had input from the Planning Committee—a heroic group of members who have long been wrestling with definitions of "priority programs" and the role of support and revenue-producing units. The committee estimated that 78% of ALA's expenditures already support its six priority areas, 39 related goals, and 15 organizational goals—the programs.

Nevertheless, the Board acted not on that committee's evolving definition of program, but on an undocumented *assumption* of Membership's intent: Based "on the assumption that the 1988 Membership Resolution referred to the figure in the Treasurer's report showing a decrease in the proportion of ALA funds for committees, offices, divisions, and round tables from 1984 to 1987," the Board directed management to "prepare a preliminary plan and impact statement to achieve the goal of 50% for programs by 1994 in the revised Business Plan."

I needn't explain all the terms and background of that action to raise this red flag: The Board should not sidestep ALA's planning bodies merely on an assumption of the murky intent of an ill-defined resolution. If there's fat to cut and spending shifts to make, ALA can do it with the help of the Planning Committee; but first let's air our views on "program-as-in-50%-of-expenditures." The brief definitions below are a beginning.

Five comment on ALA program

AL asked six people with special interest in "program" for about 50 words of definition. Five responded by deadline:

F. William Summers, ALA president: What is and is not program can no more be separated than what is or is not public service in a library. ALA must keep its revenues and expenditures, organizational structure, and programs and services for members all in balance to effectively reach the goals, objectives, and priorities set by its members.

Patricia Wilson Berger, ALA president-elect: The phrase "program activity" means whatever a user wishes it to mean. All ALA activities can be considered program, and budgets, financial reports, etc., can be structured to "prove" that 100% of income is spent on program. The Membership resolution speaks to allocating 50% of the dollars realized from revenue-producing program activities to increase support of non-revenue-producing activities. This is not happening now.

Carla Stoffle, ALA treasurer. Debate about the definition of program is unproductive. All ALA activities are program. Membership was clearly reacting to Pat Schuman's Treasurer's Report, which revealed that while spending for our revenue-producing units—Publishing, Graphics, and Conference—expanded 89% over the past four years, spending on offices, committees, and divisions shrunk 4%. The crucial question is: Are we emphasizing money-making ventures out of proportion to our support for programs like Intellectual Freedom, the Washington Office, and outreach services?

Elizabeth Futas, who offered the "50% amendment": ALA should spend 50% of its funds on "program" activities. This consists of meetings, institutes, workshops, symposia, conferences; publications which communicate information and knowledge about subjects and topics of priority interest to librarians and library personnel; and activities supporting the library values of intellectual freedom, democratic access, social responsibilities, and equal opportunity.

William DeJohn, chair, ALA Planning Committee: To fulfill its mission, ALA's program consists of strategies and actions that the Association staff and members undertake, including its six Priority Areas with 39 related goals and 15 Organizational Goals. Our aim is to further emphasize the ALA mission with strategies and actions that vigorously pursue membership priorities, yet strike a reasonable balance in fund allocation and support as well as an assessment of how well we are doing. □

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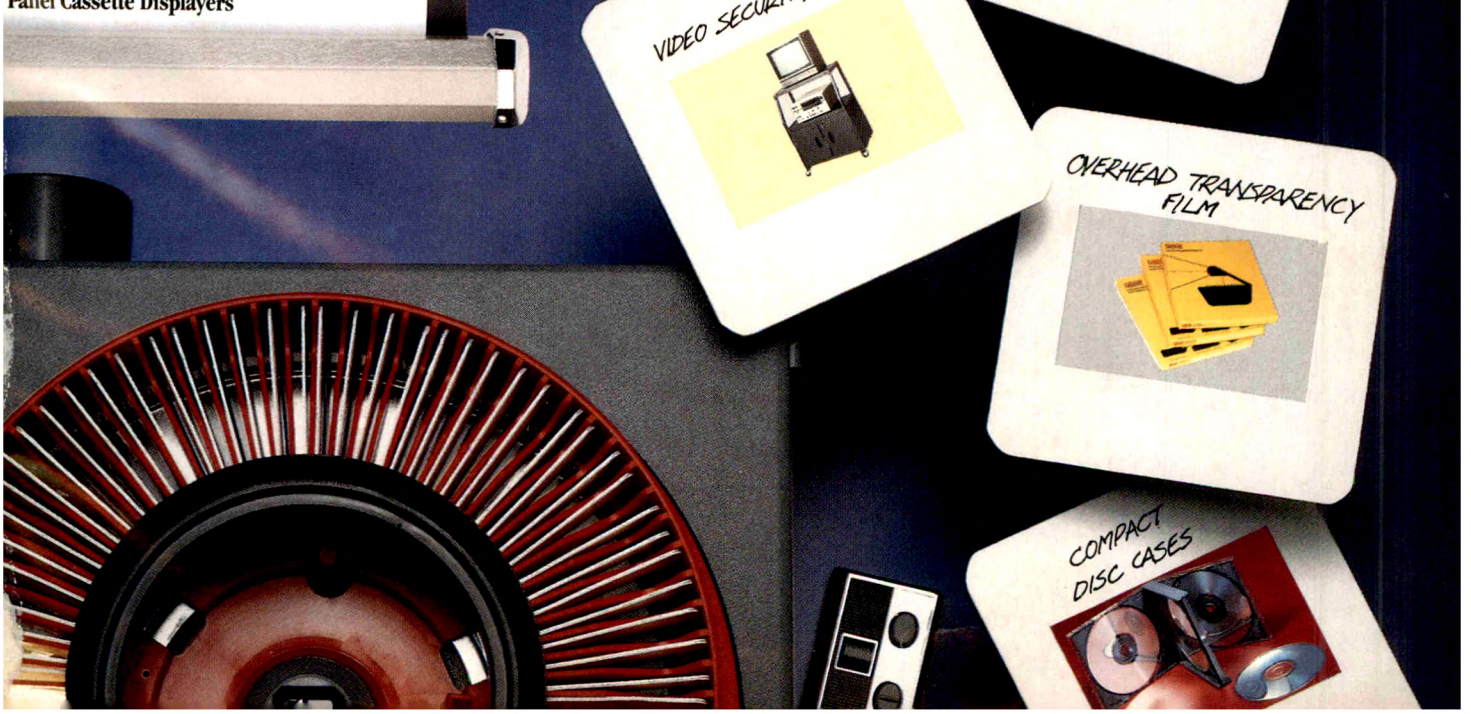
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